



Digitized by the Internet Archive
in 2012 with funding from

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

Gov. Doc
Can
L

Canada, Labour, Dept. of
LIBRARY.

UNIVERSITY OF TORONTO.

TORONTO.5 ONT.



THE
LABOUR GAZETTE

PUBLISHED MONTHLY

DEPARTMENT OF LABOUR, CANADA

VOLUME XLV⁽¹⁾

Jan. - June, 1945

FOR THE YEAR

1945

457131
1. 2. 47

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, LL.D., C.M.G.

Editor—HARRY J. WALKER

OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.
KING'S PRINTER AND CONTROLLER OF STATIONERY

1946

LEGEND

A.F. of L.	American Federation of Labor	
C.C.C.L.	Canadian and Catholic Confederation of Labour	
C.C. of L.	Canadian Congress of Labour	
C.I.O.	Congress of Industrial Organizations	
C.M.A.	Canadian Manufacturers' Association	
C.V.T.	Canadian Vocational Training	
D.B. of S.	Dominion Bureau of Statistics	
I.A.P.A.	Industrial Accident Prevention Associations (of Ontario)	
I.D.I. Act	Industrial Disputes Investigation Act	
I.D.I.C.	Industrial Disputes Inquiry Commission(er)	
I.L.O.	International Labour Office	HD
	International Labour Organization	8101
I.M.S.	Industrial Mobilization Survey(s)	A3
N.L.R.B.	National Labour Relations Board	v 45
N.E.S.	National Employment Service	no. 1-6
N.S.S.	National Selective Service	cop 2
N.W.L.B.	National War Labour Board	
R.W.L.B.	Regional War Labour Board	
T. and L.C.	Trades and Labour Congress (of Canada)	
T.U.C.	Trades Union Congress (British)	
U.A.W.	United Automobile, Aircraft and Agricultural Implement Workers of America	
U.E.W.	United Electrical Workers	
U.I.C.	Unemployment Insurance Commission	
U.M.W.A.	United Mine Workers of America	
U.R.W.A.	United Rubber Workers of America	
W.B.T.P.	Wartime Bureau of Technical Personnel	
W.L.R.B.	Wartime Labour Relations Board (National)	
W.L.R.R.	Wartime Labour Relations Regulations	
W.M.C.	War Man-power Commission	
W.P.B.	War Production Board	
W.P.T.B.	Wartime Prices and Trade Board	

SUPPLEMENTS

- Canadian Vocational Training—Annual Report for 1944-45 (August, 1945).
Changes in Population and in the Labour Force (December, 1945).
Wages and Hours of Labour in Canada, 1943 (June, 1945).

ERRATUM

On page 289—Column 1—para. 1—3rd line—for 1945 read 1944. .

INDEX

Absenteeism:

- Canada—
 - statistics on absenteeism in war industry as at June, 1945, issued by Department of Munitions and Supply, 1079.
 - Library of the Department of Labour—list of references on absenteeism in Canada and other countries, 115-21.
 - summary of report on time loss in industry, prepared by United Steelworkers of America, 585.
 - referred to in reports of Boards of Conciliation under W.L.R.R., 313, 681, 1142.
- U.S.A.: effect of eye strain on absenteeism, 615; management-labour court reduces absenteeism in shipbuilding plant, 130; comparative study on physically impaired and able-bodied workers, 1447-48.

Accidents, Industrial:

- Canada—
 - analysis of 1944 fatalities by industries, causes, etc., 428-36.
 - fatal and non-fatal accidents as reported by provincial Workmen's Compensation Boards, 437.
 - fatalities during first, second and third quarters of 1945—788, 1263, 1738; during fourth quarter of 1944—240.
 - supplementary list of accidents during first six months of 1945, 1740; during 1944, 789; during 1943-44, 241.
 - Crown recovers cost of repairs to vehicle from negligent employee who was compensated for accident, 1011.
 - summary of report on time loss in industry prepared by United Steelworkers of America, 585.
 - Federal Government seeks ratification of I.L.O. convention *re* accident protection for workers loading or unloading ships, 1604.
- Alta.: annual report of Workmen's Compensation Board (1943), 440; legislative recommendations of Federation of Labour, 936.
- B.C.: formation of plant employer-worker committees under Workmen's Compensation Board, 122; annual report of Workmen's Compensation Board (1944), 1194; opening meeting of safety committee in B.C. lumber camp, 514.
- Man.: number of fatal accidents reported during 1944, 446; fatal and non-fatal accidents (1944) as reported by Workmen's Compensation Board, 790; annual report of Board (1943), 439; damages for industrial accident against negligent workman of another employer affirmed by Appeal Court, 1009.
- N.B.: annual report of Workmen's Compensation Board (1944), 924.
- N.S.: amendments in Workmen's Compensation Act, 1525; annual report of Department of Labour, 1407; fatal and non-fatal accidents during 1944 as reported by Workmen's Compensation

Accidents, Industrial—Con.

- N.S.—*Con.*
 - Board, 789; annual report of Board (1943), 437; compulsory accident insurance for all bus and tramcar travellers recommended by C.C. of L., 934.
- Ont.: annual convention of I.A.P.A., 612; number of accidents reported to Factory Inspection Branch of Department of Labour, 1264; number of accidents reported to Workmen's Compensation Board during 1944-45, as given in statement of I.A.P.A., 1219.
- Que.: annual report of Workmen's Compensation Board (1943), 439; amendments in Workmen's Compensation Act, 1529; accident trends during 1939-1943 as given in annual report of Quebec Association for Prevention of Industrial Accidents, Inc., 909; amendment of Act recommended by C.C.C.L., 1593.
- United Kingdom: annual report of Factories Inspector (1943), 600-03; English court holds fencing of dangerous machinery as secure as is consistent with work it is to do, is not sufficient compliance with Factories Act, 198.
- Peru: ratification of I.L.O. convention *re* accident compensation, 1612.
- U.S.A.: recommendations of eleventh National Conference on Labour Legislation, 199; progress in accident reduction drive, 122; higher average accident frequency rate for physically impaired than able-bodied workers, 1447-48; accident rate increased as result of eye strain indicated in report of W.P.B., 615.
See also Legal Decisions; Safety; Workmen's Compensation.

Adult Education:

- Ont.: establishment of Universities' Adult Education Board authorized under Department of Education Act, 1608.
See also Education.

Advertising:

- Canada—
 - relaxation of restrictions on employment advertisements, 1276, 1277, 1420, 1600.
- Man.: excessive commercial radio advertising condemned by T. and L.C., 255.

Advisory Boards, Labour Department:

- Canada—
 - new designation of Regional Selective Service Advisory Boards, 1083.

Advisory Committees:

- Canada—
 - functions of National Employment Committee, Insurance Advisory Committee, and Investment Committee, described in summary of activities of U.I.C., 1210.

Agreements:

Canada—

- monthly summary of agreements under Collective Agreement Act (Quebec), 69, 182, 348, 517, 720, 872, 994, 1196, 1341, 1519, 1679, 1824.
- monthly summary of collective agreements and wage schedules, 68, 180, 346, 515, 718, 870, 990, 1195, 1338, 1515, 1675, 1820.
- reference to collective agreements in reports of Boards of Conciliation under W.L.R.R.: 486-88, 490, 491, 493, 494, 500-01, 502-04, 509, 696-97, 698, 705, 708, 715, 849, 851, 853-56, 857, 863, 1134-47, 1154, 1155, 1182, 1184-85, 1464, 1471, 1477-78, 1480, 1485-89, 1490, 1644, 1653, 1655-56, 1793, 1798-1800, 1815-16.
- reference to collective agreements in "Reasons for Judgment" under W.L.R.R.: 480, 480-81, 675.
- analytical study of agreements in pulp and paper industry (1944), 539-54.
- analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.
- Government policy on labour relations in Crown companies, 257.
- agreement reached in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 345.
- agreement reached between Montreal Tramways Company and its employees, 986-87, 990-91.
- number of agreements reached under W.L.R.R. during period March, 1944, to November 28, 1945, 1754.
- financial assistance for development of vocational training on level equivalent to secondary schools, and in vocational training for gainful employment, of persons directed to courses by U.I.C., provided in provincial agreements under Vocational Training Co-ordination Act, 526.
- renewal of Dominion-provincial agreements on Youth Training and War Emergency Training, 522.
- recommendation of C.C. of L. re placement of government contracts, 640.
- recommendations of T. and L.C. re placement of war contracts, 638; other requests, 636.
- Alta.: amendment in Industrial Conciliation and Arbitration Act, 1200.
- N.B.: provisions of Labour Relations Act (1945), 1694-95.
- N.S.: agreement reached in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 345; recommendations of Royal Commission on Provincial Development and Rehabilitation concerning coal mining, iron and steel industries, 1261.
- Que.: Superior Court refuses injunction against W.L.R.B. (National), 921.
- Sask.: provisions of collective agreements between provincial government and civil servants, 1414.
- U.S.A.: number of workers employed under collective agreements indicated in analysis on collective bargaining and union status, 798-99; summary of treatise on dismissal-pay provisions in union agreements, 139; veterans' protection clauses, 263; number of workers covered by agreements including guaranteed annual wage plans, 451; vacation-with-

Agreements—Con.

U.S.A.—Con.

- pay clauses, 614; health-benefit plans, 1446; sick-leave provisions, 1610; survey on effect of "escape periods" in renewed maintenance-of-membership agreements, 9; agreement between rival unions of Western Union Telegraph Company reached by N.L.R.B. following representation votes, 262; recommendations of eleventh National Conference on Labour Legislation, 200; insertion of cancellation clause in agreement sought by U.M.W.A., 453; recommendations of labour-management conference, 1774; union members under closed shop agreement penalized for slow-down in munitions plant, 614.
- Sweden: joint production committees in state factories established under collective agreement, 1612.
- See also Collective Bargaining; Dominion-Provincial Farm Labour Agreements; Dominion-Provincial Nursery Agreements; Industrial Standards Acts; Legal Decisions; Union Security.

CLASSIFICATION BY INDUSTRIES:*Construction—buildings and structures—*

- bricklayers, Halifax, 1680.
- bricklayers and stonemasons, Ottawa, 1522.
- building trades, Chicoutimi and Lake St. John District, 349; Hull, 517; Joliette, 873; Montreal, 71, 721, 1198, 1341, 1679, 1826; St. Hyacinthe, 70; St. Jean and Iberville, 349; St. Jerome, 70, 182, 1520; St. Johns and Iberville, 721; Sherbrooke, 350, 720; Three Rivers, 1198.
- carpenters, Cornwall, 1522; Goderich 1522; Halifax, 1680; Lethbridge, 1523; Ottawa, 1522; Timmins, 1522.
- insulation workers, Montreal, 516.
- plumbers, Ottawa, 719; Three Rivers, 69, 1679.
- sheet metal workers, Halifax, 1680.

Manufacturing—animal foods—

- meat packinghouse workers, Edmonton, 180, 1515; Montreal, 1515.

Manufacturing—fur and leather products—

- fur workers, Quebec, 873; Toronto, 68.
- fur workers (retail), Montreal, 1197 1520.
- fur workers (wholesale), Montreal, 517.
- glove manufacturing (fine gloves) industry, Province of Quebec, 1197, 1520.
- glove manufacturing (work gloves) industry, Province of Quebec, 1197, 1520.
- leather factory workers, Acton, 870.
- leather tanning industry, Province of Quebec, 349, 517.

Manufacturing—metal products—

- aluminum industry, Arvida, 720, 873; Isle Maligne, 180; La Tuque, 349; Shawinigan Falls, 182.
- can and metal utensil manufacturing, Province of Quebec, 1679.
- clockmaking industry, Montreal, 720 1826.
- electric company employees (electric appliance repair department), Winnipeg, 994.
- electrical goods factory workers, Hamilton, 1823; Toronto, 1822.
- electrical products factory workers, Toronto, 718.
- foundry workers, Guelph, 871; Montmagny, 516; Victoria, 719.

CLASSIFICATION BY INDUSTRIES—*Con.**Manufacturing—metal products—Con.*

garage and service station employees, Montreal, 1198; Sherbrooke, 517.
 garage employees, Montreal, 349; Quebec, 1520; Sherbrooke, 349.
 metal factory workers, Calgary, 719; Montreal, Toronto, and London, 347.
 metal products factory workers, Dundas, 1823; Lachine, 515, 1822; Toronto, 180, 1822.
 metal workers (brass and copper), New Toronto, 516.
 ornamental iron and bronze industry, Montreal, 873, 1521.
 radio factory workers, London, 1823; Montreal, 1516.
 railway car and bus manufacturing industry, Montreal, 995, 1341.
 sheet metal manufacturing industry, Montreal, 1341
 steelworkers, Hamilton, 515.

Manufacturing—miscellaneous wood products—

furniture workers, Chesley, 718; Owen Sound, 180, 1822.
 pre-fabricated house manufacture workers, Longueuil, 1338.
 sash and door industry, Quebec, 349.
 upholsterers, Montreal, 1195.
 woodworkers, Kelowna, 347; Vancouver, 718.

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

abrasive manufacturing employees, 181.
 chemical plant workers, Hamilton, 1516.
 gas distribution workers, Winnipeg, 994
 gas production workers, Winnipeg, 994.
 glass workers, Wallaceburg, 68.
 paint manufacturing workers, Province of Quebec, 996.

Manufacturing—printing and publishing—

lithographers, Province of Quebec, 1824.
 newspaper editorial and office employees, Vancouver, 346.
 printing trades, Montreal, 182, 349, 720, 873, 995, 1198, 1679.
 typo printers (newspaper), Montreal, 515.

Manufacturing—pulp, paper and paper products—

paper box manufacturing industry (corrugated paper), Province of Quebec, 873, 1198; (uncorrugated paper), Province of Quebec, 1197, 1520.
 pulp and paper mill workers, Quebec, 1821.

Manufacturing—rubber and its products—

rubber factory workers, Bowmanville, 1821; Kitchener, 870.

Manufacturing—shipbuilding—

boilermakers, Victoria, 516.
 electrical workers, Saint John, 871.
 shipbuilding workers, Kingston, 181; Saint John, 1823.
 shipyard workers, Halifax, 347.

Manufacturing—textiles and clothing—

cloak and suit manufacturing industry, Province of Ontario, 1521.
 dress manufacturing industry, Province of Quebec, 517, 720.
 embroidery, pleaters, stitchers and button makers, Montreal, 346.
 hat and cap workers (men's and boys'), Province of Quebec, 1197.
 hosiery workers, London, 1516.
 men's and boys' clothing industry, Province of Quebec, 1520.

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

rayon factory workers, Cornwall, 1821.
 textile and jute bag manufacturing industry, Montreal, 182.
 textile workers, Toronto, 870.

Manufacturing—vegetable foods—

bakers and salesmen, Three Rivers, 873.
 bakery employees, Calgary, 1523; Moose Jaw, 1523; Quebec, 1341; Toronto, 1515; Winnipeg, 1195.
 canning plant workers, Chatham, 1338.
 flour mill workers, Keewatin, 1821.
 fruit and vegetable packers and shippers, Kelowna, 993.

Mining—coal mining—

coal miners (firebosses), Crow's Nest Pass District, Alberta and British Columbia, 1195.

Mining—metal mining—

metal workers, Flin Flon, 1338.

Mining—non-ferrous smelting and quarrying—

metal miners, Copper Mountain, 718; Noranda, 515; Premier, B.C., 346.

Service—business and personal—

barbers, Lethbridge, 1523; Montreal, 721, 874, 1199; Ottawa, 1522; Port Arthur and Fort William, 1522; Toronto, 1680; Winnipeg, 1522.

barbers and hairdressers, Joliette, 71; Missisquoi County, 351; Quebec, 351, 1199; St. Hyacinthe, 71; St. John and Iberville, 1521; Sherbrooke, 1199, 1679; Three Rivers, 182, 1199; Valleyfield, 351, 1521.

funeral undertakers, Montreal, 1199, 1827.
 hairdressers, Montreal, 996; Winnipeg and district, 1681.

hotel employees, Brandon, 1678; Ottawa, 1677; Port Arthur, 1678; Winnipeg, 1678.

laundry and dry cleaning industry, Calgary, 1523.

trade and office employees, Arvida, Jonquiere, Kenogami and St. Joseph d'Alma, 518.

Service—professional establishments—

employees of religious institutions, etc., St. Hyacinthe, 350, 518:

Service—public administration—

civil servants, Province of Saskatchewan, 1518; Weyburn and North Battleford, 1519.

firefighters, Sherbrooke, 874, 1521.
 municipal employees, Joliette 351; Kenogami, 1199; St. Joseph d'Alma, 71; Sherbrooke, 1342; Sudbury, 1677.
 policemen, Sherbrooke, 721.

school heating engineers and caretakers, Windsor, 1677.

trade and office employees, Arvida, Jonquiere and St. Joseph d'Alma, 1199.

Trade—

commercial establishments, Megantic, 1826; St. Hyacinthe, 1827.

dairy plant employees, Saskatoon, 872.
 dairy employees, Toronto, 719; Windsor, 1677.

grocers, butchers, Sherbrooke, 1679.
 hardware and paint stores, Quebec, 1520.
 milk salesmen and barnmen, Saskatoon, 872.
 retail food stores, Montreal, 69; Quebec, 996, 1198.

retail stores, Chicoutimi, 1520; Magog, 873.
 retail trade, Quebec, 1198.
 wholesale trade, Sherbrooke, 1198.

CLASSIFICATION BY INDUSTRIES—*Con.**Transportation and Public Utilities—air—*

air line pilots Canada, 1340.
air line radio operators, dispatchers, agents and assistant agents, Canada, 1675.

Transportation and Public Utilities—

electric railways and local bus lines—
street railway employees, Montreal, 990; Regina, 1675; Vancouver, New Westminster and Victoria, 1339; (mechanical department) Winnipeg, 992; (motor bus and truck department) Winnipeg, 992; (motormen, conductors one-man car operators, bus drivers, and trolley bus operators) Winnipeg, 992; (storekeepers) Winnipeg, 993; (ticket sellers) Winnipeg, 992; (track department), Winnipeg, 992.

Transportation and Public Utilities—

electricity and gas—
electricity distribution employees, Province of Saskatchewan, 1518; Township of York (Toronto vicinity), 1196; Windsor, 1676.
gas workers, 68.
street railway employees (electric power production and distribution), Winnipeg, 993; (meter readers), Winnipeg, 993.

Transportation and Public Utilities—

railways and local bus lines—
bus drivers, Vancouver Island, 181.

Transportation and Public Utilities—

steam railways—
railway employees (sleeping, dining and parlour car Department), Canada, 1828.
sleeping and parlour car porters, Canadian Pacific Railway Company, 1196.

Transportation and Public Utilities—

telegraph and telephone—
telephone workers, Province of Saskatchewan, 1516-18.

Transportation and Public Utilities—water—

harbour employees, Halifax, 871; (grain elevator system), Montreal, 1676; Saint John, 871.
longshoremen (ocean), Quebec, 873; Victoria, 1340.
seamen, Vancouver, 348; (oil tankers), Vancouver, 1676.

AGREEMENTS RESULTING FROM PROCEEDINGS UNDER THE WARTIME LABOUR RELATIONS REGULATIONS—

Amalgamated Electric Corporation, Limited, Toronto, and employees, 678.
Anglo-Canadian Wire Rope Company, Limited, Montreal, and employees, 1325.
Atlantic Sugar Refineries, Limited, Saint John, and employees, 1133.
Beatty Brothers (Spencer Division), Penetang, and employees, 299.
Benedict Proctor Manufacturing Company, Trenton, and employees, 1463.
Blantyre Dairy Limited, Toronto, and employees, 485.
John Bertrand and Sons Company and the Pratt Whitney Company of Canada, Dundas, and employees, 1463.
Bryce Bakeries, Limited, Brandon, and employees, 1133.
Canada Bread Company, Limited, Toronto, and employees, 1133.
Canadian Cannery Branch No. 17, Simcoe, and employees, 965.

AGREEMENTS RESULTING FROM PROCEEDINGS UNDER THE WARTIME LABOUR RELATIONS REGULATIONS—*Con.*

Canadian Carborundum Company, Niagara Falls, and employees, 1325.
Canadian Industries Limited, Windsor, and employees, 485.
Canadian Ramapo Iron Works, Limited, Niagara Falls, and employees, 485.
Canadian Top and Body Corporation, Tilbury, and employees, 1325.
Charlevoix-Saguenay Telephone Company, La Malbaie, and employees, 157-58.
Chromium Mining and Smelting Corporation Limited, and employees, 846.
Consumers' Gas Company, Toronto, and employees, 41.
Defence Industries, Limited, Ajax, and employees, 168.
Dominion Bridge Company (Calgary Rolling Mills Division), Calgary, and employees, 1643.
Dominion Bridge Company, Limited, and Riverside Iron Works, Limited, Calgary, and employees, 678.
Dominion Bridge Company, Limited, Toronto, and employees, 299.
Dominion Electric Power, Limited, Estevan, and employees, 299.
Dominion Fire Brick and Clay Products Limited, Moose Jaw, and employees, 965.
Dorland's Dairy Limited, Toronto, and employees, 485.
Eight motor companies, Brandon (Princess Garage, Manitoba Motor Transit, Master Service, Western Motors, Limited, Gillis and Warren, Limited, Canadian Motors Limited, Reliance Machine and Motor Company, Imperial Motor Company), and employees, 1792.
Falconbridge Nickel Mines, Falconbridge, and employees, 1325.
Findlay Dairy Limited, Toronto, and employees, 485.
Fitton and Parker Furniture Company, Southampton, and employees, 485.
Gar Wood Industries of Canada, Limited, Windsor, and employees, 485.
Gelber Investments, Limited, Toronto, and employees, 299.
Guelph Stove Company, Guelph, and employees, 485.
Hall's Pure Milk Dairy, Limited, Toronto, and employees, 485.
Messrs. John T. Harrison and Sons Company, Limited, Owen Sound, and employees, 1643.
Hastings Dairy Limited, Toronto, and employees, 485.
John T. Hepburn, Limited, Toronto, and employees, 299.
Hepworth Furniture Company, Southampton, and employees, 485.
Highland Dairy Limited, Toronto, and employees, 485.
Hoyt Transport Limited, Truro, and employees, 965.
International Nickel Company of Canada, Limited, Sudbury and Port Colborne, and employees, 846.
Jack's Jiffy Delivery, Moose Jaw, and employees, 485.
Jenish Brothers, Estevan, Havanah Collieries Limited, Estevan, and Eastern Collieries of Bienfait Limited, Bienfait, and employees, 1643.

AGREEMENTS RESULTING FROM PROCEEDINGS UNDER THE WARTIME LABOUR RELATIONS REGULATIONS—Con.

- A. R. Kaufman, Kitchener, and employees, 965.
- Keenan Woodenware Limited, Owen Sound, and employees, 1463.
- Lamaque Mining Company, Limited, Bourlamaque, and employees, 485.
- Libby, McNeill and Libby, Chatham, and employees, 965.
- MacDonald Bros. Aircraft Limited, St. James, and employees, 1133.
- Marvens Limited, Moncton, and employees, 1643.
- McGavin Bakeries Limited, Brandon, and employees, 1133.
- Medcalf Shoe Company, St. Thomas, and employees, 965.
- Mic-Mac Mines, Limited, Noranda, and employees, 1463.
- Moose Jaw Cartage Company, Limited, Moose Jaw, and employees, 485.
- Morton Engineering and Drydock, Quebec, and employees, 1133.
- Mueller Limited, Sarnia, and employees, 1792.
- National Harbours Board (cold storage), Montreal, and employees, 1792.
- Northern Cartage and Contracting Company, Prince Albert, and employees, 41.
- Palm Dairy Limited, Regina, and employees, 1463.
- Rice's Dairy Limited, Toronto, and employees, 485.
- Ritchie's Dairy Limited, Toronto, and employees, 485.
- Robson Leather Company, Limited, Oshawa, and employees, 1464.
- Saguenay Quebec Telephone Company, Chicoutimi, and employees, 41.
- Scarboro Farm Dairy, Limited, Toronto, and employees, 485.
- School District (No. 8) of West Kildonan, West Kildonan, and employees, 1643.
- Smith and Stone Company, Limited, Georgetown, and employees, 485.
- Thompson and Sutherland Limited, Glace Bay, and employees, 1464.
- Timmins New Method Laundry, Timmins, and employees, 1792.
- Toronto Dairies, Limited, Toronto, and employees, 485.
- Union Transfer and Storage Company, Limited, Moose Jaw, and employees, 485.
- Valley View Dairy, Limited, Toronto, and employees, 485.
- Vancouver *News-Herald*, Vancouver, and employees, 168.
- Walnut Dairy Limited, Toronto, and employees, 485.
- Weatherhead Company of Canada, Limited, St. Thomas, and employees, 485.
- Westeel Products, Limited, Toronto, and employees, 1643.
- J. Fred Williamson, Limited, Saint John, and employees, 1133.
- Windsor Bedding Company, Limited, Windsor, and employees, 846.

Agricultural Labour Survey Committees (Canada):

- established under Dominion-Provincial Farm Labour Program, 805, 1606.
- functions discussed at Dominion-Provincial Western Farm Labour Conference, 806.

Agriculture:

- reconstruction of Permanent Agricultural Committee approved by Governing Body of I.L.O., 949.

Canada—

- Dominion-Provincial Conference on Reconstruction*—Federal Government proposals, 1291; remarks of Hon. J. Walter Jones, Premier of P.E.I., 1300; of Hon. T. C. Douglas, Premier of Saskatchewan, 1302-03; establishment of sub-conference to deal with proposals submitted at Conference, 1305.
- number of discharged personnel requesting settlement under Veterans' Land Act, given in report on post-war intentions of veterans, 1275.
- opportunities for employment and re-establishment of veterans and released war workers, 1605.
- Dominion-provincial agreements for use of man-power, 1003.
- amendment in N.S.S. Civilian Regulations re compulsory direction to agriculture, 455.
- direction of workers into agricultural employment described by Minister of Labour in review of man-power situation, 624.
- provisions of "Stabilization of Employment in Agriculture Regulations" reviewed in historical summary of N.S.S. civilian regulations, 626.
- percentage of postponed conscientious objectors engaged in agriculture as reported by Associate Director (War Industries) at meeting of N.S.S. Administration Board, 250.
- agricultural labour supply in wartime discussed by Associate Director (Agriculture) at meeting of N.S.S. Administration Board, 250-51.
- employment of farmers in essential industry relieves man-power situation during 1944, 267.
- wartime controls re "freezing" and direction of workers in agriculture, abolished, 1276, 1277.
- See also* Farm Labour.

Aircraft Industry:

Canada—

- analytical study of union status in collective agreements, 1429-30, 1435, 1442, 1613.
- review (with table) of war production record issued by Minister of Munitions and Supply, 11-13.
- lay-offs and cutbacks in shipbuilding programs relieve man-power situation in 1944, 267, 269.
- plans for continued production during war with Japan, 791.

Alaska:

- summary of report on construction of Alcan Highway, 633-35.

Alcan Highway:

- labour problems encountered in construction of, 633-35.

Algoma Ore Properties Limited:

- revocation of order permitting employment of women in certain capacities, 1843.

Algoma Steel Corporation, Limited:

revocation of order permitting employment of women in certain capacities, 1843.

Allowances:

Canada—

amendment in N.S.S. Civilian Regulations *re* payment of transportation of transferred workers, 455.

Australia: payment of weekly "re-employment allowances" provided under Re-establishment and Employment Act, 1743, 1744.

South Africa: widows', family and dependents' allowances included in proposed scheme of social security, 603-4.

See also Children's Allowances; Clothing; Dependents' Allowances; Family Allowances; Training Allowances; War Service Grants Act; War Service Gratuities.

Alternative Service:

Canada—

report of Minister of Labour on conscientious objectors, in review of wartime activities of Department, 1763.

prosecution of conscientious objectors under N.S.S. Civilian Regulations, 938.

prosecutions under N.S.S. Civilian Regulations *re* non-compliance with direction orders, 137.

special labour supply arrangements and alternative service discussed by Associate Director (War Industries) at meeting of N.S.S. Administration Board, 249.

Aluminum:

Canada—

output as shown in review of war production record issued by Minister of Munitions and Supply, 11, 12.

Amalgamated Lithographers of America:

requests shorter work week without reduction in pay, 612.

American Federation of Labor:

membership in Canada, 1309.

trade union membership in pulp and paper industry, 540-41.

opposes recommendations of N.W.L.B. *re* "Little Steel" formula, 453.

results of representation votes among rival unions of Western Union Telegraph Company, 262.

number of union agreements containing dismissal-pay provisions, 139.

"New Charter for Labour and Management" signed by president of A.F. of L., 451.

validity of Alabama law not to be decided in suit for declaratory judgment, 1015.

Ammunition:

See Munitions.

Amusements:

Man.: new regulations under Minimum Wage Act, 772.

Ont.: Court holds child may not be employed in bowling alley, 128; levying of amusement taxes on low-priced tickets opposed by C.C. of L., 935.

Annual Reports:

See Labour Departments and Bureaus.

Appeals:

Canada—

decisions of W.L.R.B. during 1944-45, 610. changes in appeal procedure under N.S.S. Civilian Regulations, 456.

right of appeal from decisions, orders, directions or rulings of N.S.S., 632.

Applications for Certification:

See Certification; Wartime Labour Relations Board (National).

Apprenticeship:

application in Canada of I.L.O. Recommendation (No. 60), 801, 802.

Canada—

Dominion-provincial plan reviewed by Minister of Labour, 639, 1023.

progress report on apprenticeship agreement under C.V.T., 523, 524.

apprenticeship training under C.V.T., 1828. veterans' credits under C.V.T., 519.

recommendation of Royal Commission on Veterans' Qualifications *re* Quebec legislation, 796.

results of training plan (C.V.T.) for coal miners outlined by Minister of Labour, 625.

establishment of national system urged by T. and L.C., 638.

analysis of agreements in pulp and paper industry, 551.

Alta.: regulations under Act, 1349-50; establishment of Provincial Advisory Committees, 1349; additional trade under Act, 1004, 1206.

B.C.: report of Director (1944), 1741; revision of Act sought by Federation of Labour—legislative proposals before government-labour committee, 797, 942; hiring of female workers under 18 as apprentices opposed by T. and L.C., 255.

Man.: provisions of Order under Act establishing rules for apprenticeship in certain trades, 768-70; inclusion of sheet metal workers under Act, 768.

N.B.: enactment of Act and establishment of training program, 445; administration of Act by Department of Labour, 445; recommendation of Committee on Reconstruction, 445.

N.S.: annual report of Department of Labour, 1408; amendments in Act, 1525; extension of instruction period under Coal Mines Regulations (Wartime Emergency) Act, 1351; recommendations of Royal Commission on Provincial Development and Rehabilitation, 1261.

Ont.: annual report of Apprenticeship Branch of Department of Labour (1944), 1265; new regulations under Apprenticeship Act governing barbering or hair-dressing schools, 1007.

P.E.I.: proclamation of Act, 1699.

Que.: provisions of Act, 1527-28; incorporation of additional commissions under Apprenticeship Assistance Act, 1206, 1351.

Sask.: regulations under Act governing motor vehicle repair trade and building trades, 1208; printing and electrical trades, 1533, 1844.

Australia: provisions of Re-establishment and Employment Act, 1743.

Apprenticeship—Con.

- New Zealand: regulations governing veterans' apprenticeships outlined in report of Rehabilitation Board, 1681.
- United Kingdom: establishment of Building Apprenticeship and Training Council, 797; adoption of national standard system of training automotive apprentices, 1416.

Arbitration:

- Canada—
- arbitration provisions of collective agreements in pulp and paper industry, 554.
 - number of industrial disputes settled under W.L.R.R. during period March, 1944, to November 28, 1945, 1754.
 - referred to in reports of Boards of Conciliation under W.L.R.R., 164, 333, 859, 967, 968, 1140, 1154, 1166, 1183, 1466-68, 1472-75, 1476-77, 1481, 1483, 1489-90, 1491-92, 1648-50, 1661, 1800-01, 1803-04.
- Alta.: amendments in Industrial Conciliation and Arbitration Act, 1200.
- B.C.: activities during 1944 reviewed in annual report of Department of Labour, 1741.
- Ont.: report of Board of Arbitration in dispute between Canada Packers Limited, Toronto, and employees, 1508-14.
- Que.: legislative proposals of C.C.C.L., 440-41; establishment of permanent Arbitration Courts in important districts advocated by C.C.C.L., 1593.
- New Zealand: function of Arbitration Court under the Rates of Wages Emergency Regulations, 600.
- U.S.A.: recommendations of eleventh National Conference on Labour Legislation, 200; of labour-management conference, 1774.
- See also:* Conciliation; Conciliation and Labour Act, Wartime Labour Relations Regulations.

Armed Forces:

- application in Canada, the Yukon, and N.W.T., of I.L.O. Recommendation (No. 68) concerning income security and medical care for persons discharged from armed forces and assimilated services, 800-802.
 - appointment of "Committee on Overseas Education" to consider applications of discharged personnel for training courses before repatriation to Canada, 1274.
- Canada—
- report (with chart and table) on distribution as at October 1, 1944, 267.
 - suspension of call-up for compulsory military service and enrolment of volunteers for Pacific war, 609.
 - procedure for discharge of men from armed forces, 810-11.
 - establishment of Industrial Selection and Release Board, 810-11.
 - functions of Government Services Selection and Release Committee, 1205.
 - release of men for farm employment, 1606.
 - assistance in agriculture, 19, 269, 454, 805, 1420, 1606, 1761.
 - employment of Army personnel on active service engaged on projects or undertakings deemed to be in national interest, 101.

Armed Forces—Con.**Canada—Con.**

- release of Army personnel to meet manpower shortages in housing, food industries, and other essential employment, 1278-79.
 - recommendation of Dominion-Provincial Western Farm Labour Conference *re* placement of men on leave, 806.
 - call-up of men discharged from armed forces (who have not served outside Canada) under N.S.S. Mobilization Regulations, 135.
 - exemption of special aircrew reserve and discharged personnel on operational duties on Canadian coasts, from call-up under N.S.S. Mobilization Regulations, 135.
 - amendment in N.S.S. Mobilization Regulations *re* medical examination of discharged naval and air force personnel subject to call-up for army training, 269.
 - R.C.A.F. personnel replace men on post-ponement from military training, 2.
 - enrolment and training under C.V.T. program: 72-73, 183-84, 355-56, 519, 722, 875, 1024, 1126, 1343, 1541, 1682.
 - decline in Army training under C.V.T., 523.
 - establishment of Royal Commission on Services' Trades to investigate and report on use of trade training in armed forces, 726, 765.
 - establishment and functions of Khaki university of Canada, 1410.
 - functions of mobilization board and I.M.S., 249, 251.
 - use of labour priorities as guide for repatriation and rehabilitation of air force personnel discussed by Associate Director at meeting of N.S.S. Administration Board, 249.
 - mobilization operations reviewed by Minister of Labour, 1761.
 - establishment of travelling boards to interview 1945 university science graduates as technical personnel, 5.
 - payment of allowances under Family Allowances Act to children of members of armed forces, born outside Canada, 271.
 - Library of Department of Labour—list of references (Canada and other countries) on armed forces, their civil employment and rehabilitation, 115-21.
 - post-war intentions revealed in pre-discharge interviews, 1771.
 - placement of technically trained personnel in post-war industry—survey directed by W.B.T.P., 1101.
 - army veterans' credits in industry and universities discussed at conference of Vocational Training Advisory Council, 522.
 - new pilotage by-laws for districts of Quebec and Montreal *re* apprentice pilots' licences, 766.
 - bulletin on *Vocational Training for Ex-Service Personnel* issued by Department of Labour, 1121.
 - review of manual to assist job placement of ex-naval personnel, 1608.
 - recommendations of T. and L.C. *re* transportation and clothing allowances, 638.
- Man.: new by-law under Teachers' Retirement Fund Act governing teachers who volunteered for enlistment, 1007.

Armed Forces—Con.

- N.S.: trade training for army personnel reviewed in annual report of Department of Labour, 1408.
- Ont.: employer-employee supervision of technical training schools recommended by T. and L.C., 252.
- Sask.: regulations under Apprenticeship Act governing motor vehicle repair and building trades, 1208.
- United Kingdom: summary of White Paper on *Statistics Relating to the War Effort of the United Kingdom*—compulsory enlistment of men and women; number of men in armed forces; casualties in armed forces, 14; scheme for call-up and release of armed forces outlined in White Paper on man-power policy in Great Britain after defeat of Germany, 270; speed up of demobilization urged by T.U.C., 1596.
- See also Deferments; Demobilization; Medical Examinations; Mobilization; Postponement Orders; Prisoners of War; Rehabilitation; Reinstatement in Civil Employment; Veterans.

Asbestos:

- Canada—
output as shown in review of war production record issued by Minister of Munitions and Supply, 11, 12.

Association of Technical Employees (C.I.O.):

- favours application of W.L.R.R. to professional and scientific workers, 2.

Attlee, Rt. Hon. C. R., Prime Minister of Great Britain:

- extract from address at World Trade Union Conference, 560.
- remarks at annual conference of T.U.C., 1594.

Australia:

- summary of White Paper on full employment, 1611.
- provisions of Re-establishment and Employment Act, 1743.
- government reports on successful use of music in factories, 22-24.
- wartime increase in trade union membership, 1275.
- regulations governing manufacture and use of radioactive paints, 1598; and control of harmful gases, fumes and dust, 1598.
- review of article on avoidance of fatigue in industry, 264.

Automotive Industry:

- Canada—
analytical study of union status in collective agreements, 1430, 1436, 1443, 1613.
- statement (with table) on production of mechanical transport units, issued by Department of Munitions and Supply, 11-13.
- production of automobiles for essential civilian users announced by Minister of Munitions and Supply, 792.
- United Kingdom: adoption of national standard system of training automotive apprentices, 1416.

Aviation:

- See Aircraft Industry.

Barber Shops:

- B.C.: provisions of proposed legislation (Barbers Act Amendment Act, 1945) reviewed in annual report of Department of Labour, 1741.
- Man.: regulations under Barbers' Act, 1351; regulations under Fair Wages Act governing barbering trade, 1532.
- Ont.: new regulations under Apprenticeship Act, 1007.

Base Metal Mining:

- See Mining.

Beauty Culture:

- Alta.: inclusion of beauty culture trade under Licensing of Trades and Businesses Act, 1004; under Tradesmen's Qualification Act, 1206.

Bedeaux System:

- decisions of N.W.L.B. *re* Bedeaux form of incentive pay, 824.

Benefits:

- See Collective Bargaining; Health Insurance; National War Labour Board (Canada); Pensions; Post-Discharge Re-establishment Order; Social Security; Unemployment; Unemployment Insurance; War Service Grants Act (1944).

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

- workers' delegate to 94th and 95th sessions of Governing Body of I.L.O., 1, 555, 799.
- proposes resolution on ratification of I.L.O. conventions by provinces, 260.
- presents legislative proposals of T. and L.C., 636, 639, 1405.
- on formation of Political Action Committee, 610.
- extracts from New Year's message, 17; from Labour Day message, 1272.

Bevin, Rt. Hon. Ernest, Minister of Labour and National Service (United Kingdom):

- introduces Bill to establish national wage structure, 129, 874.

Billiards:

- See Bowling Alleys.

Black Market:

- Canada—
activities of Enforcement Administration reviewed in annual report of W.P.T.B., 599-600.

Blind Persons:

- Canada—
financial and statistical summary concerning old age and blind pensioners as at December 31, 1944, 425; as at March 31, 1945, 785; as at June 30, 1945, 1402; as at September 30, 1945, 1887.
- Man.: amendment in Old Age and Blind Persons' Pensions Act, 998.
- Sask.: provisions of Blind Workmen's Compensation Act, 1000; awards under Workmen's Compensation (Accident

Blind Persons—Con.Sask.—*Con.*

Fund) Act, 1000; revised regulations under Old Age and Blind Persons' Pensions Act, 1002; supplemental allowance to old age and blind pensioners provided under Old Age and Blind Persons Pensions Act, 917.

Boilers:

Canada—

analytical study of union status in collective agreements in iron and steel industry, 1430, 1437, 1443, 1613.

Alta.: provision of new Order under Act, 103.

N.B.: administration of Steam Boiler and Pressure Vessel Act by Department of Labour, 445; amended regulations under Act, 196, 1532-33, 1696.

Ont.: inspections during 1944, 1265.

Sask.: regulations under Steam Boilers Act, 917; amendments in Act, 1001.

Bonus:

Canada—

provisions of order governing payment of special bonus to merchant seamen, 913. amendment in Merchant Seamen War Service Bonus Order (1944), 1530.

referred to in reports of Boards of Conciliation under W.L.R.R., 311, 1661.

decisions of N.W.L.B. re incentive production bonus, 30-31, 459, 1449, 1631; service bonus, 1783; shift work bonus, 280, 954, 960, 1108, 1782; voluntary bonus plan, 469, 1778, 1781.

See also Cost-of-Living Bonus.

Bovey, Colonel Wilfrid, Chairman, Royal Commission on Services' Trades:

re appointment, 726, 765.

proceedings of Commission, 796, 1772.

Bowling Alleys:

Alta.: amendment in Billiard Room Act re employment of juveniles, 1202.

Man.: new regulations under Minimum Wage Act, 772.

Ont.: Court holds child may not be employed in bowling alley, 128.

Bretton Woods:

See International Bank for Reconstruction and Development; International Monetary Fund.

British Columbia Federation of Labour:

establishment of government-labour committee to study legislative proposals, 797, 941.

British North America Act:

amendment re powers of delegation in industrial relations activities recommended in Federal Government brief submitted to Dominion-Provincial Conference on Reconstruction, 1292; remarks of provincial premiers: Hon. George Drew (Ontario), 1294-95; Hon. M. L. Duplessis (Quebec), 1296; Hon. T. C. Douglas (Saskatchewan), 1303.

British Trades Union Congress:

proceedings of 77th conference, 1594. convenes meeting of World Trade Union Conference, 557-60.

British Trades Union Congress—Con.

proposals for establishment of World Trade Union Federation, 559.

joint committee of C.I.O. and T.U.C., 1609.

issues report on post-war policy of trade unions, 8.

progress of university courses for trade union officials, 1609.

effective use of post-war leisure time planned, 8.

Brown, A. H., Vice-Chairman, Wartime Labour Relations Board (National):

appointment, 795.

Browne, W. H., Member, Wartime Labour Relations Board (National):

resignation, 129.

Bruce, John W., Trades and Labour Congress of Canada:

appointment as member of Department of Reconstruction Labour Committee, 796.

Brunning, E. J., Coal Controller:

issues regulations governing priority on coal deliveries, 538.

Building and Construction Industry:

international industrial committees formed in building trade by Governing Body of I.L.O., 555.

summary of report on construction of Alcan Highway, 633-35.

Canada—

provincial action re building codes and by-laws urged in brief of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1290; remarks of Hon. T. C. Douglas, Premier of Saskatchewan, 1303.

discharge priorities for building trades workers in armed forces described by Minister of Labour, 1756.

progress of labour-management committees in construction industry revealed by Minister of Labour, 639.

labour requirements in construction projects reviewed by Minister of Labour, 623, 624.

release of army personnel to meet manpower shortages in construction of houses, 1278.

completion of defence construction program, 791.

loans to builders under provisions of National Housing Act (1944), 1770.

Government financial assistance in construction of workmen's dwellings urged by C.C.C.L., 1593.

provision of adequate building code recommended by T. and L.C., 637; legislative recommendation, 1405.

Man.: schedule of wage rates and maximum hours for public and certain private construction works, 1004-7.

Que.: new provisions of Public Building Safety Act, 1351.

Sask.: regulations under Apprenticeship Act governing building trades, 1208.

United Kingdom: summary of White Paper on *Housing*, 813-14; plan of guaranteed weekly wage and "wet-time" pay, 1417; establishment of Building Apprenticeship and Training Council, 797.

See also *Housing*.

Building Apprenticeship and Training Council (Great Britain):

establishment, 797.

Butter:

United Kingdom—
rationing of, 15.

Cafeterias:

Ont.: sanitary inspection of factory cafeterias in 1943, 784.

Canada Packers Limited:

report of Board of Arbitration in dispute between Toronto plant and Local 114, United Packinghouse Workers of America, 1508-14.

Canada Shipping Act:

new regulations under Act, 1206.

amendment in Act to incorporate conventions and recommendations of I.L.O. urged by T. and L.C., 638.

pilotage by-laws—district of New Westminster, 914; Quebec, St. Lawrence-Kingston-Ottawa and Montreal pilotage districts, 766; districts of Sydney, Halifax, Bras d'Or Lakes, Saint John, 914; new by-laws for districts of Quebec and Montreal *re* armed forces or merchant marine, 766.

Canadian and Catholic Confederation of Labour:

cancellation of 1945 convention, 1082.
plenary meeting of executive board, 1590-93.
Dominion legislative proposals, 643.
provincial legislative requests, 440.
extracts from president's New Year's message, 18.
membership, 1309.
trade union membership in pulp and paper industry, 540-41.
appointment of representative to Labour Committee, Department of Reconstruction, 796.
assistance and co-operation in formulation of departmental policies requested by Minister of Reconstruction, 620.
appointment of president to Advisory Committee of Industrial Production Co-operation Board, 258.
opinion *re* status of professional and scientific workers under W.L.R.R., 2.
resignation of Rene Harmegnies, representative on W.L.R.B. (National), 1274.
See also Charpentier, Alfred.

Canadian Association of Scientific Workers:

favours application of W.L.R.R. to professional and scientific workers, 2, 261.

Canadian Association of Technical Employees:

opposes any alteration in W.L.R.R. as applicable to professional and scientific personnel, 261.

Canadian Broadcasting Corporation:

representation at Dominion-provincial farm labour conference, 21.

Canadian Congress of Labour:

representation at World Trade Union Conference, 1, 557, 1273, 1612.
extracts from president's New Year's message, 18; from Labour Day message, 1272.
Dominion legislative requests, 640, 1406.
provincial legislative proposals—Nova Scotia, 934; Ontario, 935.
delegation from affiliated unions received by Prime Minister, 1413.
cancellation of 1945 convention, 1082.
membership, 1309.
appointment of representative to Labour Committee, Department of Reconstruction, 796.
co-operation and assistance in formulation of departmental policies requested by Minister of Reconstruction, 620.
opposes any alteration in W.L.R.R. as applicable to professional and scientific personnel, 261.
representation on government-labour legislative committee in British Columbia, 941.
statement of Minister of Labour on proposed amendment of W.L.R.R., 795.
favours application of W.L.R.R. to professional and scientific personnel, 2, 261.
See also Mosher, A. R.

Canadian Federation of Labour:

membership, 1309.

Canadian Institute on Public Affairs:

annual meeting, 1352.

Canadian Legion:

recommendations of Royal Commission on Veterans' Qualifications *re* education services, 1622.

Canadian Manufacturers Association:

opposes alteration in W.L.R.R. as applicable to professional and scientific personnel, 261.
proceedings of sessions on employer-employee relations and employment of ex-service personnel, 1069-1076.

Canadian Pulp and Paper Association:

summary of address by Assistant Director of C.V.T. on vocational training for foremen and supervisors, 726.

Canadian Red Cross Society:

amount of soldier workers' earnings under Farm Duty Plan contributed during 1944, 269.
deductions from wages of conscientious objectors reported by Associate Director (War Industries) at meeting of N.S.S. Administration Board, 250.

Canadian Vocational Training:

enrolment and functions of various branches outlined by Minister of Labour, 1757;
number of trainees, given in report on employment situation, 1749; statement on post-war training programs, 1023; reference to plan in radio address, 1087.
extension of Dominion-provincial agreements providing financial assistance for training projects, 875.

Canadian Vocational Training—Con.

- progress report of Director—renewal of Dominion-provincial agreements, exemption of training allowances from income tax, pre-matriculation and pre-employment classes, 522; plant schools, 523; supervisory training, 523, 524; training for armed forces, youth training projects, apprenticeship, rehabilitation training, training-on-the-job, enrolment figures, training of ex-service women, 523; expenditure of program, 523.
- conference of Vocational Training Advisory Council—veterans' credits (in universities and industry) 522; (apprenticeship) 524; Directors report, 522; training of women, 523, 524; supervisory training, 523, 524; trade union co-operation, 524; apprenticeship, 523, 524; youth training and employment, 525; facilities of Department of Veterans Affairs, 525; equipment for training, 525; attendance at conference, 525.
- continuation of vocational training under post-war employment program proposed in White Paper on *Employment and Income*, 619
- number of veterans taking vocational training, 1275, 1605.
- training of counsellors to assist in rehabilitation of veterans, 5.
- activities of Department of Labour relating to training of war veterans, 621; described in bulletin, 1121.
- payment and number of grants made under Post-Discharge Re-establishment Order, 6, 450.
- progress of supervisory training scheme, 1755.
- provisions of Order authorizing purchase of required equipment and buildings from War Assets Corporation, 875.
- results of training plan for coal miners, 625.
- financial assistance in training for gainful employment, of persons directed to courses by U.I.C., and for vocational training on secondary school level, provided in provincial agreements under Vocational Training Co-ordination Act, 526.
- vocational training for foremen and supervisors—remarks of Assistant Director before Canadian Pulp and Paper Association, 726.
- training of applicants for Home Aide service, 1623.
- regulations under Wartime Wages Control Order governing wage rates of trainees under program, 192.
- statistical summaries (with tables), 72-73, 183, 355, 519, 722, 875, 1024, 1122, 1343, 1541, 1682, 1828.
- percentage of veterans enrolled in vocational training, 1605.
- progress in enrolment, 72, 183, 355, 519, 722, 875, 1024, 1126, 1343, 1541, 1682.
- enrolment and expenditure of program, 523.
- decline in training of naval personnel, 523.
- discontinuance of training of air force personnel, 523.
- apprenticeship training, 1828.
- training of civilian workers, 1828.
- foremen training, 1026, 1828, 1832.

Canadian Vocational Training—Con.

- job instruction training, 723.
- job methods training, 723.
- job relations training, 723.
- on-the-job training, 519, 1123, 1344, 1542, 1683, 1829.
- pre-employment training, 72, 183, 355, 519, 1026.
- pre-matriculation training for veterans, 355, 1123, 1345, 1543, 1828.
- rehabilitation training, 72, 183, 519, 1126, 1343, 1541, 1682, 1828.
- social welfare training, 1026.
- supervisory training, 519, 722, 875, 1026, 1343, 1682, 1828.
- trades training, 875, 1026.
- provincial youth training agreements, 1832.
- Ont.: establishment of Training and Re-establishment Institute, 1026; Dominion-provincial co-operation re training of veterans urged by C.C. of L., 935.

Canteens:**Canada—**

- referred to in reports of Boards of Conciliation under W.L.R.R., 850.

Carbon Monoxide:

See Diseases, Industrial.

Cartels:**Canada—**

- report on international cartels tabled in House of Commons, 1614-20.
- elimination of monopolies and cartels urged by Hon. T. C. Douglas, Premier of Saskatchewan, at Dominion-Provincial Conference on Reconstruction, 1301, 1303; remarks of Hon. E. C. Manning, Premier of Alberta, 1304.
- legislative recommendation of T. and L.C., 638.

Casualties (War):**United Kingdom—**

- number of casualties (military and civilian) as reported in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 14.

Catering:

See Hotels and Restaurants.

Centralization of Industry:**Canada—**

- remarks of Hon. M. L. Duplessis, Premier of Quebec, at Dominion-Provincial Conference on Reconstruction, 1296; of Hon. A. S. MacMillan, Premier of Nova Scotia, 1296-97.

Certification:**Canada—**

- number of applications for certification under W.L.R.R. received during 1944-45, 123, 610, 795, 1273, 1754, 1760.
- procedure of W.L.R.R. in dealing with applications for certification and employees' votes, 260.
- referred to in reports of Boards of Conciliation under W.L.R.R., 696-97, 848-49.
- reference in "Reasons for Judgment" under W.L.R.R. re bargaining representatives, 292, 482, 666, 667, 669, 830, 831, 836, 837, 839, 841, 842, 1129, 1130, 1320, 1322, 1460, 1640.

Certification—Con.Canada—*Con.*

amendments in W.L.R.R. urged by C.C.C.L., 644; reply of Minister of Labour to request, 645.

certification of unions rather than bargaining representatives recommended by C.C. of L., 641.

Man.: legislative recommendations, 998.

Ont.: simplification of procedure recommended by C.C. of L., 935.

Chant, S.N.F., Director-General of Rehabilitation:

remarks at C.M.A. conference on rehabilitation of war veterans, 1072.

Charpentier, Alfred, President, Canadian and Catholic Confederation of Labour:

presents annual report at plenary meeting of executive board, 1590-92.

extracts from New Year's message, 18; from Labour Day message, 1273.

appointment to Advisory Committee of Industrial Production Co-operation Board, 258.

appointment as member of Department of Reconstruction Labour Committee, 796.

Charters:

U.S.A.—

"New Charter for Labour and Management" signed by business and organized labour, 451.

Check-off:

Canada—

definition, 1427.

recommendations of Boards of Conciliation, 138.

analytical study of union status in collective agreements in iron and steel industry, 1426-44, 1613.

referred to in reports of Boards of Conciliation under W.L.R.R.: 44-47, 48-51, 58, 62, 162-63, 164-165, 167, 170, 173-75, 301, 307, 310, 312, 314, 318, 319-20, 327, 333, 335, 336-37, 339-40, 340-41, 488, 489-90, 494-95, 495-500, 501, 502, 502-3, 505-6, 509, 511-12, 680, 681, 692, 694-95, 700, 702, 705, 708, 709, 710, 715, 850, 859, 967, 970, 971, 976, 984, 1147, 1154, 1183, 1185-87, 1188, 1191, 1325-30, 1332, 1334, 1466, 1469, 1471, 1478, 1485, 1489-90, 1491-92, 1496, 1502-4, 1647-48, 1648-50, 1652, 1654-55, 1657-58, 1658-59, 1660, 1663-65, 1665-66, 1793-95, 1803-4, 1805-6, 1811-13.

inclusion of check-off in labour code sought by C.C. of L., 641.

B.C.: compulsory check-off system sought in legislative proposal of Federation of Labour—study of legislative proposals by government-labour committee, 797.

N.S.: Supreme Court upholds claim to check-off of union dues in Halifax Shipyards, Limited, 918; legislative proposal of C.C. of L., 935.

Ont.: compulsory check-off clauses under permanent Labour Code urged by C.C. of L., 935.

Sask.: compulsory on request under Trade Union Act, 128.

U.S.A.: number of trade unionists covered by check-off provisions, 799.

See also Union Security.

Chemicals:

Canada—

continued production for agricultural and other industrial needs during war with Japan, 791.

Chevrier, Hon. Lionel, Minister of Transport: issues booklet on "Canada's Merchant Seamen", 1422.

Child Labour:

report on protection of children and young workers on agenda of International Labour Conference, 1085, 1419.

Canada—

study of provincial labour standards issued by Department of Labour, 1083.

Ont.: Court holds child may not be employed in bowling alley, 128.

U.S.A.: functions of child labour clinics, 1699; state laws on employment of school children, 1847; trends in child labour legislation, 263.

See also Child Welfare; Juvenile Employment.

Child Welfare:

protection of children and young workers on agenda of International Labour Conference, 1419.

International Youth Charter drafted by I.L.O. at meeting held in Montreal, 1085.

Man.: amendments in Act, 998.

Sask.: new and amended provisions of Act, 1002; new and amended regulations under Act governing mothers' allowances, 916, 1207.

Yukon Territory: provisions of Protection of Children Ordinance, 1842.

See also Child Labour.

Children's Allowances:

Canada—

veteran's child granted allowance during schooling up to 19 years of age, 914.

Man.: amendments in Child Welfare Act, 998.

See also Family Allowances; Mothers' Allowances.

China:

I.L.O. report on work of Chinese co-operatives in wartime, 1419.

Chisholm, Major-General G. B., Deputy Minister of Health and Welfare:

extracts from paper on "Human Aspects of Industrial Relations", presented at annual convention of Maritime Labour Institute, 816.

Citrine, Sir Walter, Secretary, British Trades Union Congress:

remarks at 77th annual conference, 1595.

presents proposals of World Trade Union Conference for establishment of new World Federation, 559.

Civic Employees:

See Group Insurance.

Civil Defence:

United Kingdom—

number of wholtime civil defence workers as reported in White Paper on mobilization of resources, 14.

Civil Engineering:

See Engineering.

Civil Service:

Canada—

veterans' employment rights described in statement issued by Prime Minister, 808.

functions of Government Services Selection and Release Committee appointed to make recommendations concerning discharge or release of persons in armed forces for employment in Government service, 1205.

veterans' preference extended to persons who served in war against Japan, 1205.
ineligibility of certain veterans for preference in Civil Service appointments, 1697.

recommendation of Royal Commission on Veterans' Qualifications, 1621.

functions of the National Joint Council of the Public Service of Canada, 717.

salary increases restored to certain government employees, 914.

general secretary of U.I.C. awarded medal by Professional Institute of Civil Service of Canada, 943.

Que.: modification of Public Services Employees Disputes Act *re* affiliation of government employees with certain outside organizations requested by C.C.C.L., 440-41.

Sask.: provisions of collective agreements between provincial government and civil servants, 1414.

See also Public Service.

Civilian Consumption:

report on wartime civilian consumption in Canada, the United Kingdom, and U.S.A., 1599-1600.

Civilian Credits:

See Re-establishment Credits.

Civilian Production:

report of Combined Production and Resources Board, 1599-1600.

Civilian Production Administration (U.S.A.):

establishment and functions, 1611.

Civilian Supplies:

Canada—

annual report of W.P.T.B., 596-600.

Civilian Workers:

See Canadian Vocational Training.

Classifications:

Canada—

decisions of N.W.L.B. *re* certain classifications, 466, 654, 657, 662, 818, 820, 822, 826, 956, 959, 960, 1106, 1118, 1311, 1312, 1313, 1451, 1453, 1628, 1638, 1782, 1783, 1786.

See also Occupational Classifications.

Claxton, Hon. Brooke, Minister of National Health and Welfare:

presents Federal Government proposals to Dominion-Provincial Conference on Reconstruction, 1305.

announces payment of supplementary grants to ex-service personnel, 1082.

Closed Shop:

Canada—

definition, 138, 1427.

analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.

referred to in reports of Boards of Conciliation under W.L.R.R.: 314, 317-18, 1660.

U.S.A.: number of trade unionists employed under closed shop provisions, 798-99; union members under closed shop agreement penalized for slow-down in munitions plant, 614.

See also Union Security.

Clothing:

report on wartime civilian consumption in Canada, the United Kingdom, and U.S.A., 1599-1600.

Canada—

increased clothing allowance to demobilized members of armed forces sought by T. and L.C., 638.

United Kingdom: rationing of, 15.

See also Agreements; Home Work.

Coal:

international industrial committees in coal mining industry set up by Governing Body of I.L.O., 555, meeting of committee, 1605; Canadian representation, 1746.

Canada—

hearings of Royal Commission on Coal, 125, 794; appointment approved by C.C. of L., 642.

labour supply in coal mining outlined by Minister of Labour in review of manpower situation, 624.

exemption of coal miners from military call-up during war years, 250, 1761.

compulsory direction of workers into coal mines—procedure reviewed in historical summary of N.S.S. civilian regulations, 628.

labour situation in coal mining industry reviewed in historical summary of N.S.S. civilian regulations, 631.

order permitting employment of young persons as coal-mine or surface workers revoked, 1082, 1205-6.

regulations governing priority on coal deliveries in Ontario, Quebec, and Maritime provinces, 538.

Alta: provisions of Coal Mines Regulation Act, 1201; regulation under Act, 1531; repeal of Mines Act, 1201; holidays with pay for all employees in coal mining industry provided under Labour Welfare Act, 915; new order (No. 33) under Hours of Work Act limits working hours of miners employed above ground, 915.

B.C.: non-adoption of Bills to amend Coal Mines Regulation Act *re* hours of labour, overtime, holidays with pay and washroom accommodation, 1204.

N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation, 1261; extension of apprentice instruction period under Coal Mines Regulations (Wartime Emergency) Act, 1351; amendments in Coal Mines Regulation Act, 1525; legislative proposals of C.C. of L. *re* coal mining industry, 934.

Coal—Con.

- United Kingdom: provisions of Coal Mining (Training and Medical Examination) Order, 1944, governing employment of boys, 942.
- U.S.A.: wage "fringe" increases and other demands of U.M.W.A., 453.

Coercion:

Canada—

- number of plants in pulp and paper industry in which union refrains from intimidation or coercion against employees to induce membership, 543.

Coldwell, M. J., M.P.

- remarks at annual meeting of Canadian Institute on Public Affairs, 1352.

Collective Agreement Act (Quebec):

- agreements, 69, 182, 348, 517, 720, 872, 994, 1196, 1341, 1519, 1679, 1824.
- legal decisions concerning, 922, 1534, 1537.
- amendments recommended by C.C.C.L., 441, 1593.

Collective Agreements:

See Agreements.

Collective Bargaining:

- freedom of association for all work people proposed in Declaration on Post-War Reconstruction at World Trade Union Conference, 559.

Canada—

Federal Government proposals submitted to Dominion-Provincial Conference on Reconstruction, 1291.

Government policy on labour relations in Crown companies, 257.

amendment to W.L.R.R. *re* election or appointment of substitute bargaining representative, 827.

application of W.L.R.R. to professional and scientific personnel recommended by W.L.R.B., 2, 261.

public hearing of W.L.R.B. on status of professional and scientific workers under regulations, 2.

recommendations of boards of conciliation on union security, 138.

number of applications for certification under W.L.R.B. (National) during period March 1944-August 1945, 1273.

views expressed at C.M.A. convention on right of employers, 1069, 1071.

establishment of full collective bargaining in steel industry recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.

report of I.D.I.C. in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45.

amendments in W.L.R.R. urged by C.C.C.L., 644.

recommendations of C.C. of L., 641.

amendments in W.L.R.R. requested by T. and L.C., 636, 638, 799 (correction), 1405.

Alta.: legislative proposals of Federation of Labour, 936; amendments in Industrial Conciliation and Arbitration Act, 1200.

Collective Bargaining—Con.

Man.: compulsory collective bargaining urged by T. and L.C., 254.

N.B.: provisions of Labour Relations Act (1945), 1694; post-war continuation of compulsory bargaining provisions recommended by Committee on Reconstruction, 445.

N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation concerning enforcement under provincial Act, 1261; report of I.D.I.C. in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45.

Ont.: enactment of Provincial Act advocated by T. and L.C., 253.

P.E.I.: provisions of Trade Union Act, 1840.

Que.: amended provisions of Labour Relations Act (1944), 1528; Montreal firm wins appeal in case of workman discharged for union activity, 1536; recommendation of C.C.C.L. *re* certification of incorporated syndicates by Labour Relations Board, 440.

Sask.: compulsory collective bargaining provided under Trade Union Act (1944), 128; new sections under Act, 999; regulations under Act, 353-54; provisions of collective agreements between provincial government and civil servants, 1414; order of Labour Relations Board in policemen's union case quashed, 1011-14.

U.S.A.: trends in collective bargaining reviewed in annual report of N.L.R.B., 452; number of workers employed under collective agreements indicated in analysis of collective bargaining and union status, 798-99; number of workers covered by contracts including guaranteed annual wage plans, 451; conformity of agreements with new wage-price policy required by President Truman, 1626; agreement between rival unions of Western Union Telegraph Company reached by N.L.R.B. following representation votes, 262-63; decision of N.L.R.B. *re* collective bargaining by foremen's unions, 451; proceedings of labour-management conference, 1774, 1775; health-benefit plans established by employer-union agreements, 1446; co-operation of labour and veterans' organizations in development of collective bargaining programs urged at National Conference on Labour Legislation, 200.

Germany: permitted under proposed formation of democratic trade unions, 130; revival of trade unions, 1418.

Japan: development of, 1620.

See also Agreements; Freedom of Association; Trade Unions; Wartime Labour Relations Regulations.

Combined Production and Resources Board:

report on wartime civilian consumption in Canada, the United Kingdom, and U.S.A., 1599-1600.

Combines Investigation Act:

administration transferred to Department of Justice, 1413, 1606.

report on international cartels submitted by F. A. McGregor, Commissioner, 1614-20.

Communications:

U.S.A.—

percentage of workers employed under union agreements, 798; agreement between rival unions of Western Union Telegraph Company reached by N.L.R.B. following representation votes, 262.

Communism:

Canada—

resolution adopted at executive meeting of C.C.C.L., 1593.

Community Planning:

Canada—

Federal Government proposals outlined in brief submitted to Dominion-Provincial Conference on Reconstruction, 1290.

provisions of National Housing Act (1944), 1770.

review of booklet on organization and development of community centres, 1626.

Man.: summary of report "Town and Community Planning" prepared by Post-War Reconstruction Committee, 256.

See also Housing.

Company Unions:

Canada—

outlawing of company unions requested by C.C. of L., 641; by T. and L.C., 636.

B.C.: outlawing of company unions requested by Federation of Labour—study of legislative proposals by government-labour committee, 797.

Man.: T. and L.C. urges that company unions be outlawed, 254.

N.S.: outlawing of company unions recommended by C.C. of L., 935.

Ont.: abolition of company unions urged by C.C. of L., 935.

Sask.: dis-establishment of company unions required under Trade Union Act, 128.

U.S.A.: number dis-established under Labour Relations Act, 452.

Compensation:

Canada—

order authorizing agreements with certain allied governments *re* payment of compensation to Canadian merchant seamen, 765.

compensation to seamen prisoners of war for loss of personal effects, 1349.

amended order governing payment of compensation to salt-water fishermen and personnel of Merchant Navy for loss of effects through enemy action, 352.

See also Government Employees' Compensation Act; Lay-offs; Training; Wages; Workmen's Compensation.

Complin, E. R., Member, Wartime Labour Relations Board:

presents report of sub-committee on apprenticeship at conference of Vocational Training Advisory Council, 524.

observations at C.M.A. conference, on collective bargaining, union security, right of employers and unionization of foremen, 1069.

Compulsory Collective Bargaining:

See Collective Bargaining.

Compulsory Employment:

See Compulsory Transfer Orders.

Compulsory Transfer Orders:

Canada—

discontinuance of transfer orders, 803-4.

transferred workers allowed to return to other employment, 1276, 1277.

transfer procedure reviewed in historical summary of N.S.S. civilian regulations, 628, 630.

amendment in N.S.S. civilian regulations *re* compulsory direction to agriculture, 455.

direction of male workers into agricultural employment outlined by Minister of Labour, 454.

direction of farm workers employed in industry back into agriculture, 938.

enforcement of regulations reviewed at Dominion-Provincial Western Farm Labour Conference, 806.

relation to labour priorities explained by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.

Conciliation:

Canada—

Federal Government proposals submitted to Dominion-Provincial Conference on Reconstruction, 1291.

strikes after Conciliation Board procedure under W.L.R.R., 1504, 1669, 1816.

appointment of I.D.I.C. to investigate situations in transition period, provided under new Order, 1603.

recommendations of Boards of Conciliation on union security—disposition of union requests for closed or union shop and check-off during 1944, 138.

conciliation proceedings under W.L.R.R. during 1944, 795; during period March, 1944, to November 28, 1945, 1754.

hastening of conciliation procedure requested by C.C. of L., 641; reply of Minister of Labour to criticism, 642.

Alta.: amendments in Industrial Conciliation and Arbitration Act, 1200.

B.C.: amendment in W.L.R.R. *re* Conciliation Board members, 1203; activities during 1944 reviewed in annual report of Department of Labour, 1741.

N.B.: provisions of Labour Relations Act, (1945), 1694.

Ont.: conciliation services of Department of Labour (1944), 1264.

Que.: legislative proposals of C.C.C.L., 440-41; recommendation of, 1593.

Sask.: provision for establishment of conciliation boards under Trade Union Act, 1207.

U.S.A.: establishment of Federal Conciliation Service recommended at labour-management conference, 1774; recommendations of eleventh National Conference on Labour Legislation, 200.

See also Arbitration; Grievance Procedure; Industrial Disputes; Wartime Labour Relations Regulations.

Conciliation and Labour Act:

monthly reports of conciliation activities of the Department of Labour under Act: 63, 175, 341, 512, 867, 987, 1192, 1336, 1506, 1671, 1818.

CLASSIFICATION BY INDUSTRIES:

Construction—buildings and structures— plumbers, Windsor, 1193.

Conciliation and Labour Act—Con.**CLASSIFICATION BY INDUSTRIES—Con.****Manufacturing—animal foods—**

packinghouse workers, various provinces, 1673.

packing plant workers, Hamilton, 988, 1193.

Manufacturing—metal products—

aircraft workers, Winnipeg, 343, 868.

electrical apparatus workers, St. Catharines, 64, 342.

f foundry workers, Ottawa, 1820.

metal products workers, Grimsby, 1673, 1819.

metal products workers, Hamilton, 177; Kitchener, 1673, 1820; Longueuil, 1193; Toronto, 869; Windsor, 64, 1508, 1673.

metal workers, Montreal, 514.

motor vehicle factory workers, Windsor, 867.

railway car builders, Trenton, 343, 513.

Manufacturing—miscellaneous wood**products—**

factory workers, Toronto, 1507.

wood factory workers, Meaford, 64.

wood products workers, Cornwall, 1820; Goderich, 1820; Owen Sound, 344, 868.

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

chemical workers, Sarnia, 1672-73.

Manufacturing—printing and publishing—

newspaper printers, Winnipeg, 1819.

Manufacturing—rubber and its products—

rubber factory workers, New Toronto, 868.

rubber products workers, New Toronto, 178.

Manufacturing—shipbuilding—

ship repair workers, Liverpool, 514.

Manufacturing—textiles, clothing, etc.—

clothing products workers, Toronto, 343, 868.

textile workers, Cornwall, 343.

Manufacturing—vegetable foods, etc.—

bakery employees, Toronto, 64, 178, 513.

Mining—non-ferrous smelting and quarrying—

coal miners, Alberta and British Columbia, 1507, 1672; Blairmore, Bellevue, and Coleman, 989; Cape Breton, 342, 513; Drumheller and East Coulee, 513; Glace Bay, 343; Midlandvale, 178; Nova Scotia and New Brunswick, 869, 988, 1193, 1671.

metal miners, Bousquet, 868; Timmins, 178; Wells, 1820.

Trade—

retail trade employees, Toronto, 178.

Transportation—local and highway—

transport workers, Couteau Rouge, 1673, 1820.

Transportation and Public Utilities—**miscellaneous—**

grain elevator employees, Port Arthur, 177.

Transportation—street and electric railways—

street railway workers, Vancouver, Victoria, and New Westminster, 176.

Transportation—water—

longshoremen, Montreal, 1507.

Conditions of Employment:

application in Canada, the Yukon and N.W.T. of I.L.O. Draft Convention (No. 66) and Recommendations (Nos. 61 and 62) concerning the conditions of labour of migrants for employment, 801, 802.

Canada—

referred to in reports of Boards of Conciliation under W.L.R.R., 163-64, 321-25,

Conditions of Employment—Con.**Canada—Con.**

328-31, 679, 687, 688, 1140-41, 1815.

amendments in N.S.S. Civilian Regulations *re* suspension for misconduct, 455.

duties of National Joint Council of the Public Service of Canada, 717.

report on domestic workers presented by National Council of Women at conference of Vocational Training Advisory Council, 523.

Que.: amendments in Professional Syndicates Act requested by C.C.C.L., 440.

Australia: review of article on avoidance of fatigue in industry, 264.

United Kingdom: summary of report on Post-War Organization of Private Domestic Employment, 942; employer's obligation to provide safe conditions extends to normal and reasonable acts during working hours, 923; improved working conditions urged by T.U.C. in report on post-war policy of trade unions, 8; summary of booklet on wartime activities of trade unions, 1889.

U.S.A.: enactment of law against discriminatory employment practices in New York state, 453.

Japan: report on labour conditions, 1620.

Congress of Industrial Organizations:

remarks of delegate to World Trade Union Conference on basis for establishment of World Federation, 559.

membership in Canada, 1309.

joint committee of C.I.O. and British T.U.C., 1609.

opposes recommendations of N.W.L.B. *re* "Little Steel" formula, 453.

"New Charter for Labour and Management" signed by President of C.I.O., 451.

application of veterans' protection clauses in U.A.W. and U.E.W. union agreements, 263.

C.I.O. union penalizes members for slow-down in munitions plant in efforts to force wage increase, 614.

number of union agreements containing dismissal-pay provisions, 139.

results of representation votes among rival unions of Western Union Telegraph Company, 262.

validity of Alabama law not to be decided in suit for declaratory judgment, 1015.

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

labour representative at World Trade Union Conference, 1; at second Conference, 1273, 1612.

extracts from address at World Trade Union Conference, 558.

presents legislative proposals of C.C. of L., 640, 642, 1406.

appointment as member of Department of Reconstruction Labour Committee, 796.

Conscientious Objectors:**Canada—**

employment of, 19, 20, 267, 624, 805, 806, 1275.

remarks of Minister of Labour, 454, 1763.

remarks of Associate Director (War Industries) at meeting of N.S.S. Administration Board, 250.

convictions under N.S.S. Civilian Regulations, 6, 137, 938.

Conscientious Objectors—Con.Canada—*Con.*

new amendment in N.S.S. Civilian Regulations requires payment through court action, by employers of conscientious objectors who fail to pay contracted sums, 456.

Conscription:

See Mobilization.

Construction:

See Building and Construction Industry.

Consumer Credit:

See Wartime Prices and Trade Board.

Consumer Goods:

Canada—

industrial expansion forecast by Minister of Labour in press interview, 1275.

Consumers' Co-operatives:

See Co-operative Societies.

Consumption:

See Civilian Consumption.

Consumption Expenditure:

Canada—

relation of consumption expenditures to maintenance of employment outlined in White Paper on *Employment and Income*, 618.

Contracts:

Canada—

preference to employers of trade unionists in placement of government contracts or orders, urged by C.C. of L., 640; by T. and L.C., 638.

Contributions:

Canada—

federal contributions for proposed health insurance plan submitted to Dominion-Provincial Conference on Reconstruction, 1286.

wage rates of trainees in industry for contribution purposes under workmen's compensation, or unemployment insurance, 126.

South Africa: contributions under proposed scheme of social security, 604.

See also Canadian Red Cross Society; Unemployment Insurance; Workmen's Compensation.

Control of Employment:

Canada—

historical summary of N.S.S. Civilian Regulation, 626-28.

See also Employment; Juvenile Employment; Man-power; National Selective Service.

Controls:

See Price Control; Wage Control; Wartime Controls.

Convictions:

Canada—

prosecutions and convictions under N.S.S. Civilian Regulations, 137.

United Kingdom: tabular report on prosecutions under Factories Act in 1943, 601, 602.

Convictions—Con.

U.S.A.: fine imposed by union (U.R.W.A.) on "wildcat" strikers deducted from wages, 129.

See also Legal Decisions.

Co-operative Societies:

Canada—

loans to builders of co-operative housing projects under National Housing Act (1944), 1769.

proceedings of congress of National Co-operative Union, 1752.

exemption of co-operatives from taxation urged by C.C.C.L., 645.

recommendations of C.C. of L. 642.

N.B.: amendments in Co-operative Associations Act, 1696.

Ont.: taxation of co-operatives opposed by C.C. of L., 935.

P.E.I.: amendment in Co-operative Associations Act, 1842.

Que.: amendments in Co-operative Syndicates Act, 1529.

Sask.: amendment in Credit Union Act *re* payment of loans, 1003.

Yukon Territory: provisions of Co-operative Associations Ordinance, 1842.

United Kingdom: statistics *re* membership, capital and trade of co-operative retail societies in 1944, 1275.

China: I.L.O. report on work of co-operatives in wartime, 1419.

Japan: activities reviewed in report on labour conditions, 1620.

See also Credit Unions.

Co-ordinating Committee of Dominion-Provincial Conference:

See Dominion-Provincial Conference on Reconstruction.

Co-ordinating Committee on Training:

See Training (Departmental Committee on Post-War Training).

Copper:

Canada—

output as recorded in review of war production issued by Minister of Munitions and Supply, 11, 12.

Cornell University:

establishment of New York State School of Industrial and Labour Relations, 1611.

Cost of Living:

Canada—

monthly report of D.B. of S. (with chart and tables), 104, 230, 414, 587, 774, 925, 1059, 1250, 1392, 1581, 1729, 1872.

effect of wartime controls on inflation described by Minister of Labour, 1275.

review of stabilization policies (with tables) given by Minister of Labour, 1760; statistical statement on cost-of-living indexes for Canada and other countries, 1765-66.

annual report of W.P.T.B., 596.

N.S.: reduction in cost of living urged in report of Royal Commission, 1261.

Other Countries—

monthly tabular report on cost of living in Canada and other countries, 113, 239, 422, 595, 783, 933, 1067, 1259, 1401, 1589, 1737, 1881.

Cost of Living—Con.

New Zealand: summary of wartime price control regulations, 600.

U.S.A.: limitation of wage increases under "Little Steel" formula recommended in report of N.W.L.B., 452.

Cost-of-Living Bonus:

Canada—

applications to N.W.L.B. for cost-of-living bonus, 646-47, 1766.

amendment in Wartime Wages Control Order, 125.

referred to in reports of Boards of Conciliation under W.L.R.R., 52, 314-16.

decisions of N.W.L.B. *re*, 140, 141, 147-48, 275, 653, 655, 656.

Sask.: establishment of higher rate for government employees, 773.

See also Bonus.

Councils:

See Regional Reconstruction Councils; Superior Council of Labour.

Courts of Referees:

Canada—

contraventions of N.S.S. Civilian Regulations as given by Minister of Labour in review of wartime activities of the Department, 1760.

changes in appeal procedure under N.S.S. Civilian Regulations, 456.

Ont.: Court quashes order of N.S.S., 1010.

Crawford, A. W., Department of Veterans Affairs:

describes administrative set-up and rehabilitation facilities of Department of Veterans Affairs at conference of Vocational Training Advisory Council, 525.

Credit Unions:

N.S.: amendment in Credit Union Societies Act, 1527.

Ont.: taxation of credit unions opposed by C.C. of L., 935.

P.E.I.: amendment in Credit Union Act, 1842.

Sask.: amendment in Credit Union Act *re* payment of loans, 1003.

See also Co-operative Societies.

Credits:

See Re-establishment Credits.

Crown Companies:

Canada—

Government policy on labour relations in Crown companies, 257.

tabular report of capital commitments under government-owned industrial facilities as shown in review of war production record, 13.

remarks of Minister of Reconstruction at presentation of Dominion legislative program of C.C. of L., 643.

payment of compensation under Government Employees Compensation Act, 766.

functions of Wartime Housing Limited, 1769.

recommendation of C.C. of L. *re* government policy in regard to union security, 643.

legislative recommendations of T. and L.C., 638.

See also Public Service.

Crown Plants:

See Crown Companies.

Cudmore, Dr. S. A., Dominion Statistician: death of, 1602.

Cutbacks:

Canada—

no immediate over-all cutback anticipated by Minister of Munitions and Supply in review of war production record, 11. cutbacks in aircraft and shipbuilding programs relieve man-power situation in 1944, 267, 269.

production plans for gun and small arms ammunition, chemicals and explosives, instruments and signals devices, outlined by Minister of Munitions and Supply, 791.

See also Lay-offs.

D'Aoust, J. A., Vice-President, Trades and Labour Congress of Canada:

reports approval of Canadian price control policy at 27th conference of I.L.O., 1748.

Davidson, Dr. C. F., Deputy Minister of National Health and Welfare:

chairman of I.L.O. meeting held to study draft of International Youth Charter, 1085.

Day Nurseries:

See Nurseries.

Debt:

B.C.: amendment in Small Debts Courts Act, 1203.

Que.: amendments in Code of Civil Procedure *re* garnishment of wages, 1529; Court holds one-third of wages, irrespective of deduction, attachable for debt, 1538.

Sask.: amendments in Attachment of Debts Act, 1000-01.

Yukon Territory: amendment in Woodmen's Lien Act, 1842.

Defence Construction:

See Building and Construction Industry.

Deferments:

Canada—

reduced number of civilians on postponement in war industries indicated in Industrial Mobilization Survey results, 2.

number of deferments granted as at September 30, 1945, given by Minister of Labour, 1761.

check-up of men on farm postponements, 454, 938.

postponement order granted to "War Industry Reservists", 136.

replacement of men on postponement from military training by surplus R.C.A.F. personnel, 2.

policy and procedure of I.M.S. outlined by Associate Director (Mobilization) at meeting of N.S.S. Administration Board, 249, 251.

Deflation:

U.S.A.—

protective measures urged under Government wage-price policy, 1624-26.

Demobilization:

- procedure for release of key workers outlined in statement issued by Prime Minister, 809.
- discharge procedure; establishment and membership of Industrial Selection and Release Board and committees, 810-11, 1077-78.
- revised policy announced by Minister of Labour, 1278-79.
- procedure reviewed by Minister of Labour, 1756; Industrial Selection and Release Plan (with table), 1757, 1766-67.
- policy outlined by chief enforcement officer, N.S.S., at C.M.A. conference, 1073.
- functions of Government Services Selection and Release Committee, 1205.
- replacement of men on postponement from military training by dispensable RCAF personnel, 2.
- increased clothing allowance to discharged members of armed forces sought by T. and L.C., 638.
- New Zealand: number of personnel demobilized from armed forces reported by Rehabilitation Board, 1681.
- United Kingdom: scheme for release of armed forces outlined in White Paper, 270; speed up of plan urged by T.U.C., 1596.

Dependents' Allowances:

- Canada—
 - regulations under War Service Grants Act (1944), 101-2.
 - amendments in War Service Gratuity Regulations, 194.

"Designated" Establishments:

- Canada—
 - revocation of "freeze" order requiring N.S.S. permit to leave essential employment, 1276, 1277.
 - relation of "freeze" orders to labour priorities explained by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.
 - "freeze in employment" provision reviewed in historical summary of N.S.S. civilian regulations, 629.

Desormeaux, E. C., *General Secretary, Unemployment Insurance Commission:*

- awarded medal by Professional Institute of Civil Service, 943.

Disabled Persons:

- See* Handicapped Workers.

Discharged Members of Armed Forces:

- See* Demobilization; Veterans.

Discrimination:

- elimination of every form of political, economic or social discrimination proposed in Declaration on Post-War Reconstruction at World Trade Union Conference, 559.
- Canada—
 - Government policy *re* collective agreements in Crown companies, 257.
 - referred to in reports of Boards of Conciliation under W.L.R.R., 312, 1140.

Discrimination—*Con.*

- Canada—*Con.*
 - enactment of legislation penalizing racial discrimination requested by C.C. of L., 642.
 - charges and allegations of discrimination withdrawn by employees of Halifax Shipyards, Limited, in report of I.D.I.C., 345.
- N.B.: prohibited under provisions of Labour Relations Act (1945), 1694.
- N.S.: charges and allegations of discrimination withdrawn by employees of Halifax Shipyards, Limited, in report of I.D.I.C., 345.
- Ont.: recommendation of C.C. of L., 935.
- Que.: Montreal firm wins appeal in case of workman discharged for union activity, 1536.
- U.S.A.: enactment of anti-discrimination employment laws in New York, New Jersey and Indiana, 453, 1610; number of workers victims of discriminatory practices revealed in annual report of N.L.R.B., 452; admission of all employees under agreement between rival unions of Western Union Telegraph Company, 262-63.

Diseases, Industrial:

- Canada—
 - causes and treatment of carbon monoxide poisoning, 121.
 - compensation for industrial diseases to workers under Government Employees' Compensation Act, 1530.
- B.C.: new order under Workmen's Compensation Act amends schedule of industrial diseases, 1844; additional compensable diseases under Act, 195, 768.
- N.S.: additional compensable disease under Workmen's Compensation Act, 1524.
- Ont.: inclusion of additional compensable disease under consolidated regulations of Workmen's Compensation Act, 353; activities of Division of Industrial Hygiene described in annual report of Department of Health, 784; action for damages from benzol poisoning comes under Workmen's Compensation and Factory Act, 920; amendments in Workmen's Compensation Act sought by C.C. of L., 935.
- Australia: regulations for control of harmful gases, fumes and dust, published by I.L.O., 1598; regulations governing manufacture and use of radioactive paints, 1598.

"Dismissal" Pay:

- See* Lay-offs.

Distribution of Industry:

- United Kingdom:
 - provisions of proposed Bill, 812-13.

Dock Workers:

- See* Longshoremen.

Doige, J. H., *Assistant Director, Canadian Vocational Training:*

- remarks at conference of Vocational Training Advisory Council on progress of supervisory training, 524.
- summary of address given before Canadian Pulp and Paper Association on vocational training for foremen and supervisors, 726.

Domestic Workers:

Canada—

N.E.S. survey for pre-employment training for household employees, 1120.
government control of household workers recommended by National Council of Women, 523.

Alta.: amendments in Masters and Servants Act requested by Federation of Labour, 936.

Que.: Court dismisses claim for damages by hospital worker for hernia, 1011.

United Kingdom: summary of Report on Post-War Organization of Private Domestic Employment, 942.

U.S.A.: return of war workers to domestic service indicated in survey of educational bureau, 615.

Dominion Employment Service:

See Employment Service.

Dominion Magnesium Limited:

revocation of order permitting employment of women in certain capacities, 1843.

Dominion-Provincial Conference on**Reconstruction:**

proceedings, 1280-1306—addresses of Prime Minister, 1281, 1305; Government proposals (1) high employment policy (2) social security (3) transition measures (4) financial arrangements, 1283-93; statements of provincial premiers, 1294-1304; procedure of conference, 1305.

meetings of Co-ordinating Committee, 1745; establishment of Economic Committee, 1745.

Dominion-Provincial Conferences:

text of letter to provincial labour ministers *re* postponement of conference in minimum wage schedules, 257-58.

reply of Minister of Labour to C.C.C.L. *re* postponement of conference on minimum wages, 645.

calling of conference on matter of jurisdictions requested by C.C.C.L., 644.

N.B.: establishment of permanent Dominion-provincial conference, representative of Federal and provincial departments of labour, to formulate and maintain national program of labour standards, recommended by Committee on Reconstruction, 444.

Dominion-Provincial Economic Committee:

establishment, 1745.

Dominion-Provincial Farm Labour Program:

renewal of agreements for the year 1945, 805.

functions reviewed by Associate Director (Agriculture) at meeting of N.S.S. Administration Board, 250-51.

determination of wage rate to be paid to Government by farmers securing services of prisoners of war, 449.

Dominion-Provincial Farm Labour Conference—

proceedings (1944)—problems of post-war period, 19-21.

Dominion-Provincial Farm Labour Program**—Con.****Dominion-Provincial Farm Labour Conference****—Con.**

proceedings (1945)—address by Deputy Minister of Labour, 1767; factors affecting labour supply; co-ordination of placement agencies; unemployment insurance for farm workers, 1768.

recommendations of Conference *re* agreements, 21.

Dominion-Provincial Joint Planning Board:

establishment advocated by Hon. George Drew, Premier of Ontario, 1295.

Dominion-Provincial Nursery Agreements:

Ont.—

establishment of additional day nurseries in Toronto and Hamilton, 261-62.

Dominion-Provincial Western Farm Labour Conference:

report of proceedings, 805-7.

Dominion Steel and Coal Company:

report of Commissioner on Trenton Steel Works, 114.

Douglas, Hon. T. C., Premier of Saskatchewan:

remarks at Dominion-Provincial Conference on Reconstruction, 1301.

Doukhobors:

Canada—

assistance in agriculture, 20.

Drew, Hon. George, Premier of Ontario:

remarks at Dominion-Provincial Conference on Reconstruction, 1294-96.

Dugas, Lucien, Member, National War Labour Board (Canada):

appointment, 1605.

Duplessis, Hon. M. L., Premier of Quebec:

remarks at Dominion-Provincial Conference on Reconstruction, 1296.

Durable Goods:

Canada—

quarterly review of activities of W.P.T.B. (April, 1945, to June 30, 1945)—household appliance and commercial equipment, farm and construction machinery, 1096; price problems, 1097.

Dust:

Ont.—

regulations under Factory, Shop and Office Building Act *re* dust control, 1533.

Australia: regulations for control of harmful gases, fumes and dust, published by I.L.O., 1598.

Dymond, J. M., Director, Wartime Bureau of Technical Personnel:

appointment, 1274.

Eaton, Mrs. Rex, Associate Director, National Selective Service:

transference of office to Vancouver, 1750.

directs development of Home Aide service, 1623.

Eaton, Mrs. Rex—Con.

- appointment as vice-chairman of Departmental Committee on Post-War Training, 265; as chairman of Co-ordinating Committee on Training, 1080.
- remarks at conference of Vocational Training Advisory Council, 524; at conference of National and Prairie Regional Employment Committees, 75.

Economic Controls:

See Wartime Controls.

Economic Policy:

- review of Canadian report on United Nations Conference, 1749.
- Canada—
 - summary of White Paper on *Employment and Income*, 616-20.
 - Federal Government proposals re "public investment" projects, submitted to Dominion-Provincial Conference on Reconstruction, 1283.
 - Dominion's dependence on world trade discussed at Canadian Institute on Public Affairs, 1354.
 - statement of Hon. J. B. McNair, Premier of New Brunswick, at Dominion-Provincial Conference on Reconstruction, 1297.
- N.B.: recommendations of Committee on Reconstruction, 444.
- New Zealand: review of control-of-prices legislation and regulations, 600.
- United Kingdom: complete economic control advocated in post-war policy of trade unions, 8.

Education:

- equality of educational and vocational opportunities for all proposed in Declaration on Post-War Reconstruction at World Trade Union Conference, 559.
- Canada—
 - appointment of Royal Commission on Veterans' Qualifications, 726; functions, 796; interim report, 940; summary of final report, 1621-22.
 - amendment in Post-Discharge Re-establishment Order *re* post-graduate university courses for discharged personnel, 192; *re* period of qualification for university course, 1003; *re* provision of extra grant to married veterans attending university, 1412.
 - payment and number of grants made under Post-Discharge Re-establishment Order, 450.
 - establishment (and membership) of committee on university training for veterans, 797.
 - appointment of "Committee on Education Overseas", to consider veterans' applications for training courses before repatriation to Canada, 1274.
 - establishment and functions of Khaki university of Canada, 1410.
 - number of discharged personnel desiring university educations indicated in results of interviews on post-war intentions of veterans, 1275.
 - removal of restrictions on teachers, 625.
 - non-payment of allowances under Family Allowances Act to physically fit children over six years of age who fail to attend school or receive equivalent training, 271.

Education—Con.**Canada—Con.**

- pre-matriculation training for veterans under C.V.T., 355, 1123, 1345, 1543, 1828.
 - report on workers' educational rally held by Maritime Labour Institute, 1597.
 - review of booklet on organization and development of community centres, 1626.
 - recommendation of C.C. of L., 641.
 - appointment of committee on education, by T. and L.C., 612; recommends raising of school-leaving age and provision for free continuation courses, 637.
 - Alta.: legislative recommendations of Federation of Labour, 936.
 - Man.: legislative recommendations of T. and L.C., 255.
 - N.B.: improved educational facilities and opportunities recommended in report of Committee on Reconstruction, 444.
 - N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation, 1260, 1261; provision of free school books sought by C.C. of L., 934.
 - Ont.: matriculation, commercial and technical facilities in Training and Re-establishment Institute, 1026; amendment in Adolescent School Attendance Act *re* issuance of home permits and employment certificates, 1697; establishment of Universities Adult Education Board authorized under Department of Education Act, 1608; legislative recommendations of C.C. of L., 935; maintenance of compulsory school-leaving age and provision of free education urged by T. and L.C., 253.
 - P.E.I.: amendment in Public School Act, 1841.
 - Que.: observation of various types of occupations as part of school's vocational guidance program, 128.
 - Sask.: amendment in School Grants Act, 1001.
 - United Kingdom: university courses for trade union officials, 1609; establishment and functions of Khaki university of Canada, 1410.
 - U.S.A.: establishment of New York State School of Industrial and Labour Relations, 1611.
- See also Schools; Training.

Edwards, Ebby, Secretary, Mine Workers' Union (Great Britain):

address as chairman of annual conference of T.U.C., 1595.

Elections:**Canada—**

- charge that firm violated Dominion Elections Act, dismissed, 1533.
- compulsory voting with time off recommended by C.C.C.L., 1592.
- adoption of Hare system in Federal and provincial elections recommended by C.C. of L., 642.
- extension of franchise to all citizens over 18 years of age requested by C.C. of L., 642; by T. and L.C., 252, 255, 633.
- B.C.: recommendations of Federation of Labour to government-labour committee appointed to study legislative proposals, 797; extension of franchise to all citizens over 18 years of age requested by T. and L.C., 255.
- N.S.: amendment in Act, 1527.

Elections—Con.

Ont.: setting of voting age at 18 years advocated by C.C. of L., 935; extension of franchise to all citizens over 18 years of age recommended by T. and L.C., 252.

Electricity:

Ont.—
instruction in electronics given by local union, 1027.

P.E.I.: revised regulations under Electrical Inspection Act *re* war veterans, 1533; provisions of Electric Power Act, 1841.

Que.: new provisions of Public Building Safety Act, 1351.

Sask.: regulations under Apprenticeship Act, 1844.

U.S.A.: instruction in electronics promoted by International Brotherhood of Electrical Workers, 1027.

Electronics:

See Electricity.

Elevators:

B.C.—
amended regulations under Act governing freight and passenger elevators, 1004; regulations under Factories Act governing passenger elevators in any buildings, 915.

Man.: orders issued under Elevator and Hoist Act during 1944, 446.

Employer-Worker Committees:

See Labour-Management Production Committees.

Employment:

application in Canada of I.L.O. Draft Conventions, 800-802.

report of Employment Committee of I.L.O. approved at 94th session of Governing Body, 555.

Canada—

distribution of population (civilian and military) 1939-1944, 267.

monthly summary of employment and unemployment, 79, 201, 363, 561, 735, 887, 1035, 1220, 1366, 1555, 1700, 1848.

employment situation as reported to D. B. of S. by employers (with chart and tables), 79, 202, 364, 562, 736, 888, 1036, 1221, 1367, 1556, 1701, 1849.

annual review of employment (D.B. of S., 1944), 905-9.

monthly report on employment conditions by industry and by regions, 88, 207, 370, 568, 741, 893, 1043, 1226, 1372, 1561, 1706, 1855.

monthly report on employment offices on applications for employment, vacancies, and placements, 95, 214, 377, 575, 748, 899, 1050, 1233, 1380, 1569, 1713, 1861.

quarterly report of employment offices for periods September 29 to December 28, 1944, 220; December 29, 1944, to March 29, 1945, 755; March 30 to June 28, 1945, 1239; June 29 to September 27, 1945, 1719.

statistics of war employment given by Minister of Labour in review of wartime activities of the Department, 1757.

Employment—Con.**Canada—Con.**

sex distribution of persons in recorded employment at October 1, 1944, 85, 908; as at April 1 (1945), 1041.

summary of White Paper on *Employment and Income*, 616-20; summarized by Deputy Minister of Labour in statement before 95th session of Governing Body of I.L.O., 950-51.

D.B. of S. report on employment in meat-packing industry (1943), 71.

high employment policy of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1283; remarks of Prime Minister, 1282; of Premier of British Columbia, 1299.

post-war employment situation discussed by Minister of Labour, 1749.

index numbers of employment—tabular report on wage statistics, 646.

functions of Executive and Professional Employment Offices established under Dominion Employment Service, 447.

number of placements under Post-Discharge Re-establishment Order, 6, 450.

statement of Prime Minister on placement of veterans in peacetime employment, 808-10.

government rehabilitation program outlined in radio address of Minister of Labour, 1086.

plans of discharged service personnel, 1275, 1605.

legislation governing employment of ex-service personnel outlined at C.M.A. conference, 1073.

opportunities for employment and re-establishment in agriculture of veterans and released war workers, 1605.

renewal of provincial restrictions governing employment of young persons in coal mining, 1082.

employment of army personnel on active service engaged on undertakings of national interest, 101.

temporary summer employment of university undergraduates in science and engineering courses, 449.

employment of workers for Christmas rush, 1751.

administration of Fair Wages and Hours of Labour Act (1935) *re* employment on western defence projects, 1413.

remarks of Mrs. Rex Eaton at conference of Vocational Training Advisory Council, 524.

increase in man-working days of longshoremen, 625.

policy of C.C. of L. *re* seniority rights of veterans, 640.

N.B.: recommendations of Committee on Reconstruction, 444.

N.S.: provisions of Nova Scotia Labour Act, 1527; annual report of Department of Labour, 1407; legislative recommendation of C.C. of L. *re* coal mining industry, 934.

United Kingdom: compulsory registration for industrial employment—summary of White Paper on mobilization of resources, 14; provisions of Disabled Persons (Employment) Act, 262; registration of disabled persons, 1609;

Employment—Con.

- United Kingdom—*Con.*
summary of Report on Post-War Organization of Domestic Employment, 942.
- U.S.A.: comparative study of job performance by physically impaired and able-bodied workers employed in services' departments, 1447.
- Japan: report on employment conditions, 1620.
- See also Child Labour; Employment Policy; Juvenile Employment; Man-power; Rehabilitation; Reinstatement in Civil Employment; Training.

Employment and Income:

- Canada—
White Paper issued by Minister of Reconstruction, 616-20; summarized by Deputy Minister of Labour at 95th session of Governing Body of I.L.O., 950-51.

Employment and Industrial Statistics:

- Canada—
monthly summary (with table) reflecting industrial conditions, 3, 124, 259, 448, 611, 792, 938, 1080, 1270, 1410, 1601-2, 1746.

Employment and Selective Service Offices:

See Employment Service.

Employment Committees:

- reports of Employment Committee of I.L.O. to 94th session of Governing Body, 1, 555; to 95th session, 799, 945.
- Canada—
functions of National Employment Committee described in review of activities of U.I.C., 1210.
- joint conference of National and Ontario Regional Employment Committees, 530; of National and Prairie Regional Employment Committees, 74.

Employment Conditions:

See Conditions of Employment.

Employment Permits:

See Labour Permits.

Employment Policy:

- application in Canada of I.L.O. Draft Conventions and Recommendations, 800-02.
- maintenance of high employment discussed at 94th session of Governing Body of I.L.O., 555; at 95th session, 945; on agenda of Paris Conference, 1085, 1445.
- reports of Employment Committee of I.L.O., to 94th session of Governing Body, 1, 555; to 95th session, 799, 945.
- Canada—
summary of White Paper on *Employment and Income*, issued by Minister of Reconstruction, 616-20; summarized by Deputy Minister of Labour in statement before 95th session of Governing Body of I.L.O., 950-51.

Employment Policy—Con.

- Canada—*Con.*
high employment policy of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1281, 1283-84; remarks of Prime Minister, 1282; of Premier of British Columbia, 1299; of Premier of Manitoba, 1298; of Premier of Saskatchewan, 1301.
- recommendations of Royal Commission on Veterans' Qualifications, 1621-22.
- survey of post-war intentions of workers made by Department of Labour, 265.
- N.E.S. survey of opportunities for training of women, 794.
- farm labour problems in transitional and post-war period discussed at Dominion-Provincial Farm Labour Conference, 21.
- conference of Vocational Training Advisory Council, 522-26.
- placement of technical personnel in post-war industry, 1101.
- discussion at annual convention of Maritime Labour Institute, 815.
- post-war employment objective of C.C. of L., 640, 1406; of T. and L.C., 637, 1405.
- full employment urged by affiliated unions of C.C. of L. and T. and L.C., 1413.
- Man: objectives of T. and L.C. in attainment of full employment, 254.
- N.B.: emergency public works and long-term developmental programs recommended by Committee on Reconstruction, 444.
- Ont.: recommendations of T. and L.C., 253.
- Australia: summary of White Paper on full employment, 1611; provisions of Re-establishment and Employment Act, 1743-44.
- United Kingdom: provisions of proposed Distribution of Industry Bill, 812-13; employers obliged to observe certain terms and conditions of employment under provisions of Wages Councils Bill—measure designed to establish national wage structure, 129; enactment of Act as amended, 874; plan for release of munitions workers and placement in civilian industry outlined in White Paper, 270; recommendations of T.U.C. outlined in report on post-war policy of trade unions, 8, 1595-6.
- U.S.A.: provisions of Bill to establish full employment policy, 179; plan of ship-building union to stabilize post-war employment, 615; Bill to increase minimum wage rates, 1084.
- Employment Service:**
application in Canada of I.L.O. Recommendation (No. 72) concerning Employment Service, 800-02.
- Canada—
functions described by Minister of Labour in review of man-power situation, 623; in radio address by Director of N.S.S., 10-11; in report on rehabilitation plan of Department of Labour, 1772; in White Paper on *Employment and Income*, 619; in historical summary of U.I.C., 1209.
- Federal Government proposals submitted to Dominion-Provincial Conference on Reconstruction, 1288.

Employment Service—Con.**Canada—Con.**

- relationship of employment offices to administration of unemployment insurance, 1550.
- legal set-up of employment offices, 248.
- monthly report of employment offices on applications for employment, vacancies, and placements, 95, 214, 377, 575, 748, 899, 1050 1233, 1380, 1569, 1713, 1861.
- quarterly report of employment offices for periods September 29 to December 28, 1944, 220; December 29, 1944, to March 29, 1945, 755; March 30 to June 28, 1945, 1239; June 29 to September 27, 1945, 1719.
- statistical statement by Minister of Labour on employment operations during period March 30, 1945, to September 27, 1945, 1765.
- functions of Executive and Professional Employment Offices established under Dominion Employment Service, 447.
- survey of opportunities for pre-employment and post-war employment of women, 794, 1120.
- development of Home Aide Service, 1623.
- co-ordination of placement agencies recommended by Deputy Minister of Labour, 1768; staff training program, 1212.
- procedure for placement of veterans in peacetime employment outlined in statement issued by Prime Minister, 808-9.
- employment of discharged personnel discussed by Associate Director (Essential Civilian Services) at meeting of N.S.S. Administration Board, 251.
- operation of veterans' placement division described by Minister of Labour in review of wartime activities of the Department, 1757; reference in radio address, 1087.
- remarks of Deputy Minister of Labour on value of N.E.S. in placement of farm labour, 1421.
- placement of workers to assist in western harvest, 1750.
- man-power requirements in forest operations studied by woods labour committee of Department of Labour, 1751.
- labour requirements in construction of Alcan Highway, 633-35.
- restricts issuance of labour exit permits to student nurses, 1083.
- campaign for workers for woods operations, 1421.
- employment of workers for Christmas rush, 1751.
- placement of university undergraduates in science and engineering courses in temporary summer employment, 449.
- inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.
- departmental policy concerning reduced working hours in war industries, 1269-70.
- establishment to replace N.S.S. recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.
- abolition of N.S.S. and replacement by Employment Service recommended by T. and L.C., 637.

Employment Service—Con.**Canada—Con.**

- conference of Ontario Chapter of International Association of Public Employment Services, 1214.
- Australia: provision for establishment of Commonwealth Employment Service under Re-establishment and Employment Act, 1743.

Enforcement:**Canada—**

- results of check-up *re* compliance with mobilization regulations, 136-37.
- legal set-up of employment offices explained by Chief of Legal Enforcement Branch at meeting of N.S.S. Administration Board, 248.
- "speed up" of procedure urged at Dominion-Provincial Farm Labour Conference, 20.
- United Kingdom: enforcement of regulations under Factories Act during 1943, 600.

Engineering:

- formation of international industrial committee in civil engineering by Governing Body of I.L.O., 555.

Canada—

- requirements of W.B.T.P. in placement of engineers discharged from armed forces, 127.
- temporary summer employment of university undergraduates in science and engineering courses, 449.
- discontinuance of special assistance to first year students under C.V.T., 523.
- N.B.: amended regulations under Steam Boiler and Pressure Vessel Act, 1532-33.

Engineering Institute of Canada:

- opposes application of W.L.R.R. to professional and scientific workers, 2.

Equal Pay:

- principle of equal pay for equal work advocated by Committee on Post-War Reconstruction at World Trade Union Conference, 559.

Canada—

- decisions of N.W.L.B. *re*, 141-42, 278-79, 953, 1114, 1784.
- equal pay for equal work for all employees, recommended by T. and L.C., 639.
- referred to in reports of Boards of Conciliation under W.L.R.R., 55, 688, 1499.
- Ont.: establishment of "equal pay for equal work" principle recommended by C.C. of L., 935.
- U.S.A.: recommendations of eleventh National Conference on Labour Legislation, 200.

Equipment:**Canada—**

- procedure adopted in procuring equipment and tools for rehabilitation training described by Procurement Officer of C.V.T., 525.
- provisions of Order authorizing purchase of equipment and buildings required by C.V.T. from War Assets Corporation, 875.
- exchange of threshing equipment and crews under reciprocal arrangement between United States and Canada, 805.

"Escape Periods":

See Maintenance of Membership.

Eskimos:

Canada—

payment of allowances under Family Allowances Act, 271.

Essential Employment:

Canada—

compulsory direction of workers into essential industry—procedure reviewed in historical summary of N.S.S. Civilian Regulations, 628, 630.

revocation of "freeze" order requiring N.S.S. permit to leave essential employment, 1276, 1277.

direction of persons employed contrary to provisions of N.S.S. into essential work, 455.

labour requirements of essential industries outlined by Minister of Labour in review of man-power situation, 623.

remarks of Minister of Labour on return to agriculture of farm workers engaged in other essential industries, 454.

release of army personnel to meet man-power shortages in housing, food industries, and other essential employment, 1278-79.

number of persons in war employment as at October 1, 1944, 267, 269.

direction of medically unfit men discharged from armed forces (who have not served outside Canada) into essential employment under N.S.S. Mobilization Regulations, 136.

appeal to workers by Director of N.S.S. in radio address on man-power shortages in war industry, 10.

Ont.: application of Hours of Work and Vacations With Pay Act to essential and war industries, 1607, 1698.

New Zealand: provisions of Weekly Minimum Wage (Essential Undertakings) Order, 1945, 1418.

United Kingdom: measures for priority release and transfer of munitions workers outlined in White Paper, 270.

Executive and Professional Employment Offices:

functions of offices established under Dominion Employment Service, 447.

Exit Permits:

See Labour Exit Permits.

Expenditure:

See Finance; Government Expenditures.

Explosives:

Canada—

war production plans outlined by Minister of Munitions and Supply, 791.

N.B.: amendment in Mining Act *re* safety measures, 1696.

Exports:

Canada—

influence of export trade on national income and employment level discussed in White Paper on *Employment and Income*, 617.

Exports—Con.

Canada—Con.

Dominion's position as exporting nation indicated in review of war production record issued by Minister of Munitions and Supply, 11.

analysis of exports of wood pulp and newsprint, 540.

legislative recommendation of T. and L.C., 638.

See also Trade.

Eyesight:

U.S.A.—

report of W.P.B. on industrial conservation of eyesight, 615.

Fact Finding Committees:

U.S.A.—

labour-management disagrees on appointment of, 1775.

Factories:

I.L.O. committee drafts model safety code 1753.

Factory Safety Code Committee of I.L.O. drafts model safety code, 949, 1753.

B.C.: regulations under Act governing female factory workers, 915; passenger elevators in any buildings, 915; freight and passenger elevators, 1004; inspections during 1944, 1741; holiday proclaimed under Factories Act, 1844.

Man.: inspections during 1944, 446.

N.B.: administration of Act by Department of Labour, 445; inspections during 1944, 445.

N.S.: inspections during 1944, 1407; amendments in Act recommended by C.C. of L., 934.

Ont.: sanitary inspection of cafeterias during 1943, 784; employment of child in bowling alley violation of Factory, Shop and Office Building Act, 128; consolidated regulations under Factory, Shop and Office Building Act, 1533; annual report of Inspection Branch of Department of Labour (1944), 1264; action for damages from benzol poisoning falls under Workmen's Compensation and Factory Acts, 920; legislative recommendations of C.C. of L., 935.

Sask.: administration of Act in 1944, 586.

Australia: regulations governing manufacture and use of radioactive paints, 1598; government reports on successful use of music in factories, 22-24; summary of report on avoidance of fatigue in industry, 264.

United Kingdom: annual report of Inspector of Factories (1943)—communal factory buildings, 601; enforcement of regulations under Act, 601; accidents 601, 602; hours of work, 602; industrial health, 602; personnel management and welfare supervision, 603; English Court holds fencing of dangerous machinery as securely as is consistent with work it is to do, is not sufficient compliance with Factories Act, 198; obligation to keep moving machinery guarded is employer's obligation under

Factories—Con.

United Kingdom—*Con.*

British Factories Act, 1846; summary of reports on safety in factory working conditions, 1417.

See also Industrial Welfare; Legal Decisions; Minimum Wages.

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

waiver of right to liquidated damages under Act no bar to action to recover damages, 1021.

number of children illegally employed under Act in 1943, 263-64.

Fair Wages:

Canada—

administration of Fair Wages and Hours of Labour Act (1935) *re* employment on western defence projects, 1413.

Man.: schedule of rates for public and certain private construction works, 1004-7; orders issued under Fair Wage Act during 1944, 446; regulations under Act *re* barbering trade, 1532.

United Kingdom: proclamation of Wages Councils Act, as amended, 874.

See also Minimum Wages; National War Labour Board; Wage Control; Wages.

Family Allowances:

Canada—

commencement of payment, 271, 937.

progress in registration—preparations for commencement of payments—P.E.I. proving ground for registration administration—income tax deductions—271; provincial distribution of allowances and federal tax collections—remarks of Paul Martin, Parliamentary Assistant to Minister of Labour concerning effect on wages—272.

regulations under Act, 1530.

provisions of Order *re* elimination of duplication of benefits, 1206.

maintenance of consumption expenditures assisted by payment of allowances under Act, 618.

recommendations of C.C.C.L., 644; reply of Minister of Labour, 645; resolutions adopted at executive meeting, 1592.

scheme approved by C.C. of L. 642; remarks of Minister of Labour, 643.

remarks of Minister of Labour at presentation of Dominion legislative program of T. and L.C., 639.

Man.: legislative resolution, 998.

Ont.: T. and L.C. approves Family Allowance Act but urges maintenance of adequate living wage, 253.

P.E.I.: first registration for family allowances as proving ground for registration administration, 271; revocation of regulations, 1530.

Que.: regulation under Act, 1529.

South Africa: inclusion of family allowances under proposed scheme of social security, 603-4.

United Kingdom: provisions of proposed Bill, 812.

Farm Duty Plan:

assistance of soldier workers during 1944, 269.

Farm Improvement Loans Act:

provisions, 1769.

Farm Labour:

Canada—

Dominion-Provincial Farm Labour Program renewal of agreements, 805.

conference proceedings (1944)—review of activities during 1944; problems of transitional and post-war period 19-21. conference proceedings (1945)—address by Deputy Minister of Labour, 1767; factors affecting labour supply; co-ordination of placement agencies; unemployment insurance for farm workers, 1768.

activities outlined by Minister of Labour in review of man-power situation, 624. statement of Minister of Labour in House of Commons, 454; in report on wartime activities of Department, 1761.

continued Dominion-provincial co-operation *re* program recommended in Federal Government proposals to Dominion-Provincial Conference on Reconstruction, 1289.

man-power situation discussed in radio address by Director of N.S.S., 10.

review of program in historical summary of N.S.S. civilian regulations, 630.

activities reviewed by Associate Director (Agriculture) at meeting of N.S.S. Administration Board, 250-51.

Dominion-provincial agreements for use of man-power, 1003.

proceedings of Dominion-Provincial Western Farm Labour Conference, 805-7.

report on western harvest excursion, 1750.

assistance of soldier workers under Farm Duty Plan during 1944, 269.

release of men from armed forces for farm employment, 1606.

N.S.S. seasonal transference of farm labour, 1420-21.

restrictions on men leaving farms, 1420.

report on man-power situation (with chart and table) as at October 1, 1944, 267.

employment of farmers in essential industry relieves man-power situation during 1944, 267.

exchange of threshing equipment and crews under reciprocal arrangement between United States and Canada, 805.

check-up of men on military postponement engaged in agriculture, 938.

payment of travelling expenses of agricultural workers transferred to high priority industries, 269, 352.

assistance of Indians in harvesting (1944), 128.

labour requirements of seasonal industries outlined by Minister of Labour in review of man-power situation, 623.

transfer of farm workers into harvest fields during 1945, 1082.

number of discharged personnel interested in settlement under Veterans' Land Act, indicated in report on post-war intentions of veterans, 1275.

Farm Labour—Con.

- Canada—*Con.*
 abolition of wartime controls *re* "freezing" and direction of workers in agriculture, 1276, 1277.
 recommendation of C.C.C.L., 1593.
 Ont.: employment of prisoners of war, 449.
 United Kingdom: minimum wage rates for farm workers provided under new orders, 613; right of farm workers to labour conditions of other skilled industries affirmed by T.U.C., 1596.
 U.S.A.: review of farm labour program, 20.

Farm Service Force:

- Ont.—
 activities under Dominion-provincial farm labour program (1944), 19.

Farms:

- Canada—
 analytical study of union status in collective agreements covering workers engaged in manufacture of farm equipment, 1431, 1438, 1443, 1613.
 post-war intentions of veterans indicated in pre-discharge interviews, 1771.

Fatigue, Industrial:

- Australia—
 summary of article on avoidance of fatigue in industry, 264.
 U.S.A.: affect of eyestrain on industrial fatigue, 615.

Finance:

- 1946 budget for work of I.L.O. approved at 95th session of Governing Body, 948.

Canada—

- government's economic policy outlined in White Paper on *Employment and Income*, 620.
 post-war financial proposals of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1292-93; remarks of provincial premiers: Hon. George Drew (Ontario), 1294; Hon. J. McNair (New Brunswick), 1297; Hon. Stuart S. Garson (Manitoba), 1298; Hon. J. Walter Jones (P.E.I.), 1300-01; Hon. T. C. Douglas (Saskatchewan), 1303; Hon. E. E. Manning (Alberta), 1304.
 appointment of sub-conference to deal with proposals submitted to Dominion-Provincial Conference on Reconstruction, 1305.
 recommendation of C.C.C.L. *re* state currency and credit, 1592-93.

- United Kingdom: report on government expenditure (1938-1944) included in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 16.

See also Loans.

Finkelman, J., Chairman, Ontario Labour Relations Board:

- reviews activities of Board at C.M.A. conference on employer-employee relations, 1070.

Fire:

- Ont.—
 new regulations under Factory, Shop and Office Building Act *re* exterior fire escapes, 1533.

Fire Fighters:

- Canada—
 veterans' employment rights described in statement issued by Prime Minister, 808.
 inclusion of firemen who volunteered for overseas service under provisions of War Service Gratuities Act urged by T. and L.C., 638.
 B.C.: outline of proposed legislation; (Fire Departments Hours of Labour Act Amendment Act, 1945), reviewed in annual report of Department of Labour, 1742; amendments in Fire Department Hours of Labour Act, 1203.
 Ont.: amendments in Fire Departments Act *re* hours of labour, 1697.
 Sask.: amended provisions of Fire Departments Platoon Act, 1001.

Fishing:

- Canada—
 compulsory direction of workers into fishing and fish processing, 631.
 provisions of amended order governing payment of compensation to salt-water fishermen, for loss of effects through enemy action, 352.
 post-war intentions of veterans indicated in pre-discharge interviews, 1771.

Food:

- report on wartime civilian consumption in Canada, the United Kingdom, and U.S.A., 1599-1600.
 Canada—
 world food shortage in post-war period outlined in report of W.P.T.B., 1090; quarterly review of activities of W.P.T.B. (April 1, 1945, to June 30, 1945), 1088.
 release of army personnel to meet manpower shortages in food industries, 1278.
 action of W.P.T.B. in regard to, 1883.
See also W.P.T.B. for various items.
 B.C.: annual health examination of all workers engaged in food preparation requested by T. and L.C., 255.
 Ont.: inspection of factory cafeterias during 1943, 784.
 United Kingdom: civilian consumption as reported in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 15.

Foreign Policy:

- Canada—
 Dominion legislative proposals of C.C. of L., 640.

Foremen:

- Canada—
 vocational training for foremen and supervisors under C.V.T.—remarks of Assistant Director before Canadian Pulp and Paper Association, 726.
 views expressed at C.M.A. conference on unionization of foremen, 1069.

Foremen—Con.**Canada—Con.**

activities under C.V.T. *re* foremen training, 1026, 1828, 1832.
systematic and intensive training of foremen and supervisors advocated, 1084.

U.S.A.: decision of N.L.R.B. *re* collective bargaining by foremen's unions, 451; labour-management conference disagrees on unionization of foremen, 1775.

Forest Operations:**Canada—**

extracts from radio address by Director of N.S.S. on man-power shortages in essential industries, 10.

report on war production record in lumbering industry, issued by Minister of Munitions and Supply, 11, 12.

situation *re* labour supply, 1421.

man-power requirements studied by woods labour committee of Department of Labour, 1751.

number of placements in forestry as at February, 1945, given by Minister of Labour in review of man-power situation, 625.

N.B.: administration of Forest Operations Commission Act by Department of Labour, 445.

N.S.: provisions of Sealers' Act, 1526.

Ont.: labour representation on proposed Forest Resources Commission sought by T. and L.C. 253.

Que.: provisions of Act respecting the Industrial Stability and Progress of Quebec, 1529.

Yukon Territory: amendment in Woodmen's Lien Act, 1842.

See also Logging and Lumbering.

Foundries:**Canada—**

analytical study of union status in collective agreements covering workers engaged in manufacture of foundry products, 1431, 1438, 1443, 1613.

Australia: regulations governing safety and health of foundry workers in N.S.W., 1832.

U.S.A.: advisory standards of Department of Labour on wartime employment of juveniles, 727.

Francoeur, Mr. Justice J. N., Vice-Chairman, Wartime Labour Relations Board (National)

resignation, 795.

Free Enterprise:

See Private Enterprise.

Freedom of Association:

proposals of World Trade Union Conference set forth in Declaration on Post-War Reconstruction, 559.

Canada—

Government policy concerning right of labour to organize in Crown companies, 257.

application of W.L.R.R. to professional and scientific personnel, 2, 261.

amendments in W.L.R.R. recommended by T. and L.C. in Dominion legislative program, 1405.

Freedom of Association—Con.**Canada—Con.**

analytical study of union status in collective agreements in iron and steel industry (1945), 1426-44.

Man.: recommendations of T. and L.C., 254.

Que.: Montreal firm wins appeal in case of workman discharged for union activity, 1536; modification of Public Services Employees Disputes Act *re* affiliation of government employees with certain outside organizations requested by C.C.C.L., 440-41.

Sask.: administration of Freedom of Union Association Act in 1943, 586.

Germany: formation of democratic trade unions planned, 130; revival of trade unions, 1418.

Peru: ratification of I.L.O. convention *re* right of association in agriculture, 1612.

See also Collective Bargaining; Trade Unions.

Freezing Orders:**Canada—**

revocation of employment "freeze" order requiring N.S.S. permit to leave "designated" establishments, 1276, 1277, 1420.

amendment in N.S.S. Civilian Regulations *re* priorities and lay-offs, 455.

restrictions on separation from employment—procedure reviewed in historical summary of N.S.S. Civilian Regulations, 629.

relation to labour priorities explained by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.

Fruits:**Canada—**

action of W.P.T.B. in regard to fresh fruits, 1884.

Fuel:**Canada—**

regulations governing priority on coal deliveries in Ontario, Quebec, and Maritime provinces, 538.

recommendation of C.C. of L. *re* appointment of Royal Commission on Coal and establishment of National Fuel Council, 642.

Full Employment:

See Employment Policy; Wartime Labour Relations Regulations.

Funeral Grants:**South Africa—**

payable under proposed scheme of social security, 603-4.

Furniture:**United Kingdom:**

restrictive production measures reviewed in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 15.

Garages:**Alta.—**

amendments in Calgary Charter *re* closing hours of garages and gasoline service stations, 1202.

Gardiner, Hon. J. G., Minister of Agriculture:
presents Federal Government proposals to Dominion-Provincial Conference on Reconstruction, 1305.

Garnishee:

Que.—

amendments in Code of Civil Procedure, 1529.

Sask.: amendments in Attachment of Debts Act, 1000-01.

Garson, Hon. Stuart S., Premier of Manitoba:
remarks at Dominion-Provincial Conference on Reconstruction, 1297-98.

Germany:

formation of democratic trade unions planned, 130.

revival of trade unions, 1418.

See also V-E Day.

Gibson, Hon. Colin, Minister of National Revenue:

issues joint statement on amendment to Wartime Salaries Order, 4-5.

Goodrich, Carter, Chairman, Governing Body, I.L.O.:

opens 95th session of Governing Body held in Quebec City, 944.

Government Contracts:

See Contracts; War Contracts.

Government Employees:

See Public Service.

Government Employees' Compensation Act:

payment of compensation under Act to employees of Crown companies and persons serving without remuneration, 766; to all Federal Government employees in Yukon or Northwest Territories whether or not engaged in war work, 1206.

extension of benefits to employees suffering accidents outside Canada, 766.

compensation for industrial diseases to persons under scope of Act, 1530.

Government Expenditures:

Canada—

relation of government expenditures to maintenance of employment outlined in White Paper on *Employment and Income*, 618.

Government-Labour Committee (British Columbia):

established to study labour's legislative proposals, 797, 941.

Government Services Selection and Release Committee:

appointed to make recommendations to Industrial Selection and Release Board concerning discharge or release of persons in armed forces for employment in Government Service, 1205.

Grants:

See Funeral Grants; Post-Discharge Re-establishment Order; Universities; Veterans.

Gratuities:

See War Service Gratuities.

Green, William, President, American Federation of Labor:

signs "New Charter for Labor and Management", 451.

attendance at labour-management conference, 1775.

Grier, Miss M., Department of Labour:

appointment as secretary of Departmental Committee on Post-War Training, 265-66.

describes measures adopted to meet nursing shortage, at meeting of N.S.S. Administration Board, 251-52.

Grievance Procedure:

Canada—

analytical study of union status in collective agreements in iron and steel industry, 1427, 1429-34.

number of agreements in pulp and paper industry containing provision for grievance procedure, 553.

functions of National Joint Council of the Public Service of Canada, 717.

referred to in reports of Boards of Conciliation under W.L.R.R.: 59, 62, 302, 304-6, 313, 488, 492, 493, 509, 510, 683, 859, 967, 970, 1136, 1140, 1142-43, 1154, 1166, 1180, 1189, 1476-77, 1500, 1504, 1644, 1648-50, 1651-52, 1659, 1661, 1663-65, 1793-94.

referred to in "Reasons for Judgment" under W.L.R.R., 295, 297, 1131, 1789-90.

changes in appeal procedure under N.S.S. Civilian Regulations, 456.

extension of grievance procedure under W.L.R.R. requested by C.C. of L., 641.

Sask.: provided in agreements between provincial government and civil servants, 1414.

U.S.A.: payment of wage increases under veterans' protection clauses in union agreements, 263; enactment of law against discriminatory employment practices in New York state, 453.

Group Insurance:

Canada—

plans contained in collective agreements in pulp and paper industry, 551, 552.

referred to in reports of Boards of Conciliation under W.L.R.R., 687.

decision of N.W.L.B. re group life insurance plan, 1785.

Alta.: establishment of plan for civic employees under Edmonton Charter, 1202.

Guaranteed Wage:

application in Canada of I.L.O. Recommendation (No. 68) concerning income security for persons discharged from armed forces and assimilated services, and from war employment, 800-802.

Guaranteed Wage—Con.**Canada—**

- guaranteed minimum annual wage for steelworkers recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.
- cost of guaranteed wage paid to longshoremen given by Minister of Labour in review of man-power program, 625.
- referred to in reports of Boards of Conciliation under W.L.R.R. 1477-78.
- decisions of N.W.L.B., 1455, 1779.
- establishment of minimum yearly wage for all employed persons recommended by T. and L.C., 637.
- Ont.: establishment of minimum yearly wage for all employed persons recommended by T. and L.C., 253.
- New Zealand: guaranteed weekly wage in essential undertakings, 1418.
- United Kingdom: guaranteed weekly wage and "wet-time" pay plan in building industry, 1417; establishment of guaranteed weekly wage proposed by T.U.C., 1596.
- U.S.A.: analysis of guaranteed employment and annual wage provisions, 1266; study of guaranteed annual wage ordered by President Roosevelt; survey of plans by Bureau of Labour Statistics, 451; plan of shipbuilding union, 615.

Guatemala:

- application for re-admission to membership in I.L.O., 1419; re-admission, 1604.

Hairdressing Establishments:

- See* Agreements; Apprenticeship; Barber Shops.

Halifax Shipyards Limited:

- report of I.D.I.C. in dispute between Halifax Shipyards, Limited, and its employees, 344-45.

Handicapped Workers:

- employment of disabled persons discussed at 95th session of Governing Body of I.L.O., 945.
- preparation of I.L.O. study on physical and industrial rehabilitation of disabled workers urged by Employment Committee of Governing Body, 555.
- Canada—
 - establishment of Dominion-Provincial Occupational Rehabilitation Service proposed by Federal Government in brief to Dominion-Provincial Conference on Reconstruction, 1289.
 - placement of disabled veterans in peacetime employment outlined in statement issued by Prime Minister, 810.
 - employers' plans for placement of veterans, 1603-4.
 - plan of Pacific Mills Limited, for reinstatement of company's returned servicemen, 1415.
 - workmen's compensation for war veterans receiving military disability pension, 1530.
 - recommendation of Royal Commission on Veterans' Qualifications *re* Quebec legislation, 796.
 - remarks of Supervisor of Special Placements at conference of National and Regional Employment Committees, 75.

Handicapped Workers—Con.**Canada—Con.**

- summary of paper on rehabilitation of disabled persons in industry, 189.
- function of Employment Service described by Minister of Labour in review of man-power situation, 623; reference in radio address, 1087.
- lower wage rates for handicapped workers in pulp and paper industry, 550.
- N.S.: recommendation of Royal Commission on Provincial Development and rehabilitation, 1261.
- Ont.: Dominion-provincial co-operation in training of disabled veterans urged by C.C. of L., 935.
- Australia: provisions of Re-establishment and Employment Act, 1743-44; report on vocational guidance for disabled veterans in N.S.W., 811.
- United Kingdom: provisions of Disabled Persons (Employment) Act, 262; registration of disabled persons under Act, 1609; measures for permanent re-settlement in employment of disabled workers outlined in White Paper, 270.
- U.S.A.: comparative study of job performance by physically impaired and able-bodied workers employed in services' departments, 1447.

Harmegnies, Rene, Wartime Labour Relations Board (National):

- resignation as C.C.C.L. representative on Board, 1274.

Hart, Hon. John, Premier of British Columbia:

- remarks at Dominion-Provincial Conference on Reconstruction, 1299.

Harvesting:**Canada—**

- activities under Dominion-provincial farm labour program, 19, 1420.
- exchange of threshing equipment and crews under reciprocal arrangement between United States and Canada, 805.
- activities reviewed by Associate Director (Agriculture) at meeting of N.S.S. Administration Board, 250-51.
- transfer of farm workers during 1945, 1082.
- assistance of soldier workers under Farm Duty Plan during 1944, 269.
- assistance of Indians in farm labour shortage, 128.
- report on western harvest excursion, 1750.
- plans for labour transference reviewed at Dominion-Provincial Western Farm Labour Conference, 806-7.
- labour requirements of seasonal industries outlined by Minister of Labour in review of man-power situation, 623.

Haythorne, G. V., Associate Director, National Selective Service (Agriculture):

- remarks at meeting of N.S.S. Administration Board on agricultural labour supply, 250.

Hazardous Occupations:

- See* Occupational Hazards.

Health:

Canada—

Federal Government proposals for national health program submitted to Dominion-Provincial Conference on Reconstruction—basic principles of scheme, 1284; planning and organization grant, health insurance, health grants, construction of hospitals, and other proposals, 1285; cost to Federal Government of benefits under proposed plan, 1286.

establishment of Veterans Health and Occupational Centre, 1412.

medical examinations and health insurance plans contained in agreements in pulp and paper industry, 551-52.

decisions of N.W.L.B. *re* sick leave plans, 1633; sick benefits, 148-49, 1785; sickness and accident insurance plan, 1785.

summary of report on time loss in industry prepared by United Steelworkers of America, 585.

recommendation of C.C. of L., 642.

Alta.: legislative recommendations of Federation of Labour, 936.

B.C.: annual health examination of all workers engaged in food preparation, and compulsory rest periods for all workers in retail merchandising industry, sought by T. and L.C., 255.

Man.: provisions of Physical Fitness Act, 998.

N.B.: recommendation of Committee on Reconstruction, 445.

Ont.: amendments in Public Health Act, 1698; financial assistance for physical fitness projects provided under Department of Education Act, 1608; summary of 19th annual report of Department of Health, 784; legislative recommendations of C.C. of L., 935; enactment of National Bill urged by T. and L.C., 252.

P.E.I.: provision under Public Health Act governing food handlers in hotels, restaurants, other public eating places, packing plants, processing houses, etc., 1841.

Que.: medical examinations for hotel and restaurant employees urged by C.C.C.L., 1593.

Australia: summary of I.L.O. report on protection from radioactive paints, 1598; regulations for control of harmful gases, fumes and dust, published by I.L.O., 1598; recommendations *re* avoidance of fatigue in industry, 264; regulations governing safety and health of foundry workers in N.S.W., 1832.

United Kingdom: industrial health measures reviewed in annual report of Factories Inspector (1943), 602.

U.S.A.: number of pre-payment medical care organizations (with membership), 474; report of W.P.B. on industrial conservation of eyesight, 615; health-benefit plans under collective bargaining, 1446; physical impairment and job performance by workers in services' departments, 1447; bulletin on sick-leave provisions in union agreements, 1610.

Health Insurance:

Canada—

Dominion Government proposal for national scheme submitted to Dominion-Provincial Conference on Reconstruction, 1285.

recommendation of C.C.C.L., 644.

recommendation of C.C. of L., 642.

national scheme urged by affiliated unions of C.C. of L. and T. and L.C., 1414.

enactment of National Bill urged by T. and L.C., 637.

decision of N.W.L.B. *re* sickness and accident insurance plan, 1785.

B.C.: recommendation of Federation of Labour in legislative proposal before government-labour committee, 787, 942.

Man.: legislative recommendations of T. and L.C., 255.

Ont.: enactment of National Bill urged by T. and L.C., 252.

Que.: passage of Act to repeal Act to constitute Health Insurance Commission, 1529; compulsory legislation opposed by C.C.C.L., 1593.

Sask.: recommendations of Health Services Survey Commission, 7.

U.S.A.: Bill to establish national program introduced in Congress, 814.

Health League of Canada:

annual conference, 1752.

Health Services:

Sask.—

provisions of Act defining classes of persons who may receive health services to be paid for by Department of Public Health, 353; amendment in Act, 1002; amendment in Municipal Medical and Hospital Services Act *re* payment of tax, 1002; recommendations of Health Services Survey Commission, 7.

Heaps, A. A., Unemployment Insurance Commission:

technical adviser to Canadian government representative at 94th session of Governing Body of I.L.O., 1, 555.

Hereford, Harry, Director of Planning, National Selective Service:

remarks at meeting of Administration Board on organization of N.S.S., 247.

High Employment:

See Employment Policy.

Highways:

Man.—

recommendations of T. and L.C. *re* Highway Traffic Act, 254.

Ont.: improvement and extension of provincial highways urged by C.C. of L., 935.

Hillman, Sydney, Congress of Industrial Organizations:

remarks as C.I.O. delegate to World Trade Union Conference on basis for establishment of World Federation, 559.

Hockey:

Canada—

removal of restrictions on Canadians playing hockey in the United States, 1422.

Hqists:

See Elevators.

Holidays:

Canada—

provisions of agreements in pulp and paper industry, 548-49.

referred to in reports of Boards of Conciliation under W.L.R.R., 55, 685, 702, 716-17, 1141, 1645, 1661, 1815.

decisions of N.W.L.B. *re* statutory holidays, 143, 278, 283, 660, 661, 1115-16, 1778, 1781, 1783, 1785.

Alta.: legislative recommendation of Federation of Labour *re* statutory holidays, 936.

B.C.: new orders under Shops Regulation and Weekly Half-Holiday Act, 1698, 1844; exemption of motor vehicle shops from certain provisions of Act, 1350; holidays proclaimed under Factory Act, 1844.

Australia: regulations under Annual Holidays Act (1944), in N.S.W., 943.

Home Aide Service:

Canada—

development of plan under N.E.S., 1623.

Home Work:

Ont.—

abolition of all home work recommended by T. and L.C., 253.

Que.: petition fails for injunction against homework in dress industry, 922.

U.S.A.: abolition of homework advocated by eleventh National Conference on Labour Legislation, 200.

Homes:

See Housing.

Hospitalization:

Canada—

referred to in reports of Boards of Conciliation under W.L.R.R., 687.

B.C.: free hospitalization for maternity patients sought by Federation of Labour in legislative proposal before government-labour committee, 797.

N.S.: free hospitalization for maternity cases recommended by C.C. of L., 934.

Sask.: recommendations of Health Services Survey Commission, 7; amendment in Municipal Medical and Hospital Services Act *re* payment of tax, 1002.

U.S.A.: health-benefit plans under collective bargaining, 1446-47; number of prepayment medical care organizations (with membership), 474.

Hospitals:

Canada—

provision of low-interest loans to provinces for expansion of hospital facilities proposed by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1285.

construction of veterans' hospitals, 1762.

top labour priority in construction program described by Minister of Labour in review of man-power situation, 623-24.

N.E.S. survey of opportunities for pre-employment training of women as hospital ward aides, 1120.

Hospitals—Con.

Canada—Con.

Ont.: maintenance of public hospitals as public utilities by provincial government recommended by T. and L.C., 252.

Que.: Court dismisses claim for damages by hospital worker for hernia, 1011.

Hotels and Restaurants:

Canada—

N.E.S.: survey of opportunities for pre-employment training of waitresses, 1121.

Alta.: inclusion of restaurant employees under Hours of Work Act recommended by Federation of Labour, 936.

B.C.: provisions of Order under Female Minimum Wage Act governing hotel and catering industry, 915; regulation under Act, 1698.

Man.: new regulations under Minimum Wage Act, 771.

Hours of Labour:

application in Canada of I.L.O. Draft Convention (No. 67) and Recommendations (Nos. 64, 65 and 66) concerning hours of work and rest periods in road transport, 801, 802.

maximum 40-hour week without loss of pay urged by Committee on Post-War Reconstruction at World Trade Union Conference, 559.

Canada—

Federal Government seeks ratification of I.L.O. convention *re* statistics of hours of work, 1604.

discontinuance of Dominion wartime regulations affecting provincial jurisdiction over hours of work, proposed in Federal Government brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.

referred to in reports of Boards of Conciliation under W.L.R.R., 55, 60, 301, 313, 507, 509, 511, 684, 858, 1142, 1191, 1498, 1644-46, 1648, 1659, 1809, 1815.

analytical study of collective agreements in pulp and paper industry—operation of plants, tour workers, 545; day workers, day of rest, overtime, 546; work on Sundays and holidays, 548.

return to normal working hours in war industries encouraged by Department of Labour, 1269.

recommendation of report on time loss in industry, 585.

administration of Fair Wages and Hours of Labour Act (1935) *re* employment on western defence projects, 1413.

study of provincial labour standards issued by Department of Labour, 1083.

eight-hour day for prisoners of war employed on farms in Western Canada, 806.

regulations under Ontario Hours of Work and Vacations with Pay Act reviewed at C.M.A. conference, 1071.

suggested shift periods under Home Aide Service, 1623.

Lever Brothers 40-hour week plan, 272-73.

shorter work week without pay reduction requested by certain locals of Amalgamated Lithographers of America, 612.

Hours of Labour—Con.Canada—*Con.*

decisions of N.W.L.B. *re* hours of labour, 30-31, 32-33, 144, 146, 275, 280, 470, 650, 652, 817, 1108, 1113, 1115-16, 1312, 1316, 1632, 1634, 1779, 1785.

decisions of N.W.L.B. *re* payment of night shift differential, 142, 278, 655, 1111, 1313, 1451, 1457, 1633, 1638, 1783.

40-hour week on 48-hour pay base requested by affiliated unions of C.C. of L. and T. and L.C., 1413.

T. and L.C. urges incorporation of I.L.O. draft convention and recommendation on hours and manning of ships under Canada Shipping Act, 638; adoption of 40-hour work week, 637, 1405; and reduced working hours, 1405.

recommendation of United Steelworkers of America, 1079.

Alta.: amendments in Calgary Charter *re* closing hours of garages and gasoline service stations, 1202, amendment in Female Minimum Wage Act, 1004.

Hours of Work Act—

Order No. 28 (exemption of workers in logging, lumbering and railway ties industries from provisions of Act requiring weekly rest day), 1843; Regulation 28A (lumbering, logging and railway tie industries), 1843; No. 32 (exemption of elevator repair crews), 767; No. 33 (limitation of hours of labour of coal miners employed above ground, 915; amendments in Act *re* overtime and rest periods, 1200; inclusion of truck and taxi drivers, and restaurant employees under Act recommended by Federation of Labour, 936.

B.C.: non-adoption of Bill to amend Coal Mines Regulation Act, 1204; amendments in Fire Department Hours of Labour Act, 1203; outline of proposed legislation (Fire Departments Hours of Labour Act Amendment Act, 1945), 1742; regulations under Female Minimum Wage Act governing telephone and telegraph occupations, 767; enforcement of minimum 44-hour week in automotive industry urged by T. and L.C., 255.

Hours of Work Act—

exemption of workers in canning, preserving, drying or packing of fresh fruit or vegetables, 916; Regulation 30 (lumbering industry), 1698.

Man.: schedule of wage rates and maximum hours for public and certain private construction workers, 1004-7; regulations under Fair Wages Act governing barbering trade, 1532; new regulations under Minimum Wage Act, 770-72; recommendations of T. and L.C. *re* attainment of post-war employment program, 254.

N.S.: amendment in "Hours of Work" clause in orders under Minimum Wage Board, 103.

Ont.: regulations under Hours of Work and Vacations With Pay Act, 1698, 1844; application of Act to essential and war industries, 1607; amendments in Act

Hours of Labour—Con.Ont.—*Con.*

recommended by T. and L.C., 253; amendment in Fire Departments Act, 1697; annual report of Department of Labour (1944), 1264.

Que.: enactment of 48-hour week for all wage-earners sought by C.C.C.L., 1593.

Sask.: amendments in City Act, 1001; amended provisions of Fire Departments Platoon Act, 1001; exemptions under One Day's Rest in Seven Act, 1001; new provisions under Town Act *re* "exempted merchandise", 1001.

Yukon Territory: amendments in mining Ordinance, 1842.

Australia: long working hours as cause of industrial fatigue, 264.

Peru: ratification of I.L.O. conventions, 1612.

United Kingdom: 40-hour week favoured by T.U.C., 1595; urges improved working conditions in report on post-war policy of trade unions, 8; reduction in hours of employment during 1943 indicated in annual report of Factories Inspector, 602.

U.S.A.: reduction of standard work week proposed in Congress, 1084; recommendations of eleventh National Conference on Labour Legislation, 199-200; recommendations of Conference *re* juvenile employment, 200; demands of U.M.W.A., 453; studies of the effects of long hours in metal working plants, 1423; state laws on employment of school children, 1847; 35-hour work plan of shipbuilding union to stabilize post-war employment, 615.

Japan: report on labour conditions, 1620.

Houseworkers:

See Domestic Workers.

Housing:

Canada—

summary of government legislation in aid of housing, 1769-70.

proposal of removal of rental and occupancy controls, and establishment of comprehensive program, urged by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1289-90; remarks of Hon. T. C. Douglas, Premier of Saskatchewan, 1303; establishment of sub-conference to deal with proposals, 1305.

program outlined in White Paper on *Employment and Income*, 617, 620.

situation reviewed by Minister of Labour, 1762.

appointment of inter-departmental committee on housing, 797.

release of army personnel to relieve manpower shortages in construction of houses, 1278-79.

construction of veterans' hospitals and housing, 1762.

emergency shelter regulations reviewed in annual report of W.P.T.B., 599; situation reviewed in quarterly report, 1097; other activities, 1885.

post-war housing discussed at annual convention of Maritime Labour Institute, 815.

Housing—Con.

Canada—Con.

survey of Canadian homes directed by Lever Brothers, Limited, 1100.
reduction in rentals of houses built by Wartime Housing urged by C.C.C.L., 645; other recommendations, 1592.
recommendations of C.C. of L., 642.
recommendations of T. and L.C. re National Housing Act, slum clearance, and provision of labour code, 637.

Alta.: enactment of Alberta Housing Association Act, 1203; replacement of sections of Edmonton Charter by new clauses to bring under National Housing Act projects undertaken under Dominion Housing Act, 1203; enactment of National Housing Loans Act (Alberta), 1203; application of provisions of mechanics' Lien Act to land and premises mortgaged under National Housing Act, 1203; legislative recommendation of Federation of Labour, 936.

Man.: summary of report "Town and Community Planning" prepared by Post-War Reconstruction Committee, 256.

N.S.: immediate housing survey urged by C.C. of L., 934.

Ont.: provisions of Veterans' Housing Act (1945), 1697; amendments in Companies Act, Insurance Act, and Loan and Trust Corporation Act, 1697; establishment of Housing Commission recommended by C.C. of L., 935; establishment of Housing Commission urged by T. and L.C., 253.

Sask.: new sections under City Act and Town Act re Wartime Housing Limited, 1002.

United Kingdom: summary of White Paper on *Housing*, 813-14; White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 15-16—curtailment of erection, repair and maintenance of dwellings, number of houses damaged by enemy action; resolution of T.U.C., 1596.

See also Community Planning; Slum Clearance.

Housing (Temporary Accommodation) Act (United Kingdom):

provision for erection of temporary houses, 813.

Howe, Hon. C. D., Minister of Reconstruction and Munitions and Supply:

statement (with tables) on Canada's war production record, 11-13.

presentation to Parliament of White Paper on *Employment and Income*, 616-20.

presents Federal Government proposals to Dominion-Provincial Conference on Reconstruction, 1305.

outlines plans for continued war production during war with Japan, 791.

requests co-operation of labour organizations in formulation of departmental policies, 620.

issues joint statement on encouragement of labour-management production committees, 1-2.

announces new regulations governing priority on coal deliveries, 538.

on civilian production of automobiles for essential users, 792.

Howe, Hon. C. D., Minister of Reconstruction and Munitions and Supply—Con.

receives delegation of C.C. of L. at presentation of Dominion-legislative program, 1406, 1407.

remarks at presentation of Dominion legislative programs of C.C. of L., 643; of T. and L.C., 639; at meeting with United Steelworkers of America, 1079.

Hudson, H. C., Supervisor of Special Placements, Unemployment Insurance Commission:

remarks re handicapped workers, at conference of National and Regional Employment Committees, 75.

summary of paper on rehabilitation of disabled persons in industry, 189.

Ice:

Canada—

labour requirements in ice industry outlined by Minister of Labour in review of man-power situation, 624.

Iceland:

application for membership in I.L.O., 949; re-admission to membership, 1604.

Isley, Hon. J. L., Minister of Finance:

presents Federal Government proposals to Dominion-Provincial Conference on Reconstruction, 1305.

issues joint statement on amendment to Wartime Salaries Order, 4-5.

on wartime controls, 1088, 1883.

remarks at presentation of Dominion legislative programs of C.C. of L., 643; of T. and L.C., 639, 1405.

Immigration:

See Migration and Settlement.

Imports:

See Trade.

Incentive Production Bonus:

See Incentive Wage Plans.

Incentive Wage Plans:

Canada—

statistical statement by Minister of Labour on applications for wage incentive plans under national and regional war labour boards, 1766.

adoption of incentive production bonus plan recommended in decision of N.W.L.B., 31.

decisions of N.W.L.B. re, 31, 459, 649, 651, 652, 824, 1112, 1452, 1455, 1456, 1631.

plan of Lever Brothers Limited, 272.

Income:

Canada—

summary of White Paper on *Employment and Income*, 616-20.

See also Wages.

Income Security:

application in Canada of I.L.O. recommendations (Nos. 67 and 68) concerning income security for persons discharged from armed forces and assimilated services, and from war employment, 800-02.

See also Social Security.

Income Tax:

Canada—

proposals of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1292-93; remarks of Hon. George Drew, Premier of Ontario, 1294.

exemption of veterans' training allowances from income tax, 522.

extension of order governing income tax adjustments for persons from abroad engaged in essential war work, 191.

provisions under Family Allowances Act, 271.

provisions of Order *re* elimination of duplication of benefits under family allowances, 1206.

recommendations of National Co-operative Union, 1752.

exemptions urged by C.C.C.L., 1592; other recommendations, 645.

legislative recommendation of T. and L.C., 1405; *re* Income War Tax Act, 638.

recommendations of affiliated unions of C.C. of L. and T. and L.C., 1414.

United Kingdom: exemption under proposed Bill providing for family allowances, 812.

Indians:

Canada—

payment of allowances under Family Allowances Act, 271.

assistance in agriculture, 19, 128, 454, 805.

B.C.: voting and franchise for native Indians recommended by Federation of Labour in legislative proposal before government-labour committee, 797.

Indigenous Workers:

application in Canada of I.L.O. Draft Conventions (Nos. 64 and 65) and Recommendations (Nos. 58 and 59), 801, 802.

Industrial Accident Prevention Associations of Ontario:

annual convention, 612-13.

issues statement on accident and compensation figures for first six months of 1945, 1219.

publication of lectures on industrial accidents, 1612.

Industrial Boards:

United Kingdom—

recommendations of T.U.C. in report on post-war policy of trade unions, 8.

Industrial Committees:

establishment of international committees in various industries by Governing Body of I.L.O., 1, 555, 948.

meeting of I.L.O. committees of coal mining and inland transport industries, 1605; Canadian representation on, 1746.

Industrial Councils:

Canada—

remarks of Pat Conroy at presentation of Dominion legislative program of C.C. of L., 642.

Industrial Councils—Con.

Canada—Con.

establishment in all industries requested by C.C. of L., 640, 1406; by affiliated unions of C.C. of L. and T. and L.C., 1414.

referred to in reports of Boards of Conciliation under W.L.R.R., 500.

Industrial Diseases:

See Diseases, Industrial.

Industrial Disputes:

Canada—

(Industrial disputes are listed in detail under the following heads: Conciliation and Labour Act; National War Labour Board; Strikes and Lockouts; Wartime Labour Relations Regulations.)

appointment of Industrial Disputes Inquiry Commissions to investigate situations in transition period provided under new Order, 1603.

effect of W.L.R.R. in reducing time loss from industrial disputes, 123.

conciliation proceedings under W.L.R.R. during 1944, 795.

number of industrial disputes settled under W.L.R.R. during period March, 1944, to November 28, 1945, 1754.

number of disputes arising from union requests for union security and check-off clauses investigated by Boards of Conciliation during 1944, 138.

remarks of Minister of Labour in review of wartime activities of the Department, 1760.

arbitration provisions of collective agreements in pulp and paper industry, 554; grievance procedure, 553.

report of I.D.I.C. in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45.

agreement reached between Montreal Tramways Company and its employees, 986-87.

B.C.: statistics for 1944, 1741.

N.B.: provisions of Labour Relations Act (1945), 1694; no serious disputes during 1944 recorded in annual report of Department of Labour, 445.

N.S.: report of I.D.I.C. in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45; recommendations of Royal Commission on Provincial Development and Rehabilitation concerning settlement of industrial disputes, 1261.

Ont.: report of Board of Arbitration in dispute between Canada Packers Limited, Toronto, and employees, 1508-14; annual report of Department of Labour, 1264.

Que.: "speed-up" of procedure under Trade Disputes Act recommended by C.C.C.L., 441; longshoremen win appeal in union dispute, 1536.

Sask.: provision for establishment of conciliation boards under Trade Union Act, 1207.

U.S.A.: agreement between rival unions of Western Union Telegraph Company reached by N.L.R.B. following representation votes, 262.

Palestine: review of wartime labour disputes, 1418.

Industrial Disputes Inquiry Commission:

report of Commission in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45.

Industrial Disputes Investigation Act:

reversion of W.L.R.R. to certain procedure under I.D.I. Act, requested by T. and L.C., 636.

Industrial Employment:

See Employment; Man-power.

Industrial Hygiene:

Ont.—

summary of 19th annual report of Department of Health, 784.

Industrial Mobilization Survey:

Canada—

policy and procedure outlined by Associate Director (Mobilization) at meeting of N.S.S. Administration Board, 249, 251.
reduced number of civilians on postponement in war industries indicated in survey results, 2.

Industrial Music:

See Music in Industry.

Industrial Production Co-operation Board:

conference, 126-27.

address on "Labour-Management Co-operation" given by executive secretary at employer-employee conference of C.M.A., 1073.

number of labour-management production committees on record as at December 31, 1944, 1; as at March 31, 1945, 450; as at September 30, 1945, 1415.

number of labour-management production committees reported by Minister of Labour in review of wartime activities of the Department, 1760.

issues brochure entitled "Partners in Production", 937.

appointment of Alfred Charpentier, President, C.C.C.L., to Advisory Committee; employers' representatives; other labour representatives, 258.

recommendations of C.C.C.L., 1593.

Industrial Reconversion:

See Reconversion.

Industrial Relations:

Alta.—

amendments in Industrial Conciliation and Arbitration Act, 1200.

See also Labour Relations.

Industrial Research:

See Research.

Industrial Selection and Release Board:

establishment and functions, 810-11.

membership of board and committees, 1077-78.

functions described by Minister of Labour in review of wartime activities of the Department, 1756, 1757; tabular report, 1766-67.

activities described by Chief Enforcement Officer, N.S.S., at C.M.A. conference, 1073-74.

Industrial Selection and Release Board—Con.

establishment of Government Services Selection and Release Committee to make recommendations to Board concerning employment of veterans in Government service, 1205.

amendment in procedure governing release of army personnel for essential civilian employment, 1279; number of release applications approved, 1279.

Industrial Standards Act (Alberta):

agreements, 1523.

Industrial Standards Act (Manitoba):

agreements, 1522, 1681.

Industrial Standards Act (New Brunswick):

administration by Department of Labour, 445.

Industrial Standards Act (Nova Scotia):

agreements, 1680.

commendation of Royal Commission on Provincial Development and Rehabilitation, 1261.

Industrial Standards Act (Ontario):

agreements, 1521, 1680.

application of Act to clothing industry valid—Privy Council refuses leave to appeal, 919.

Industrial Standards Act (Saskatchewan):

agreements, 1523.

Industrial Statistics:

See Employment and Industrial Statistics; Statistics.

Industrial Welfare:

Canada—

statistical statement by Minister of Labour on applications for welfare plans under national and regional war labour boards, 1766.

safety, health and other welfare plans contained in agreements in pulp and paper industry, 551-52.

establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of war workers, 265.

Health League Conference on industrial health, 1752.

applications for incentive plans given in tabular report of N.W.L.B. on wage statistics, 647.

Alta.: holidays with pay for all employees in coal mining industry provided under Labour Welfare Act, 915.

Man.: establishment and functions of plant safety committees, 446.

Australia: government reports on successful use of music in factories, 22-24.

United Kingdom: industrial health and welfare measures reviewed in annual report of Factories Inspector (1943), 603.

U.S.A.: number of industrial pre-payment medical care organizations (with membership), 474; health-benefit plans under collective bargaining, 1446; wage increases and other demands of U.M.-W.A., 453.

Inflation:

Canada—

review of stabilization policies (with tables) given by Minister of Labour, 1760, 1765, 1766.

U.S.A.: protective measures urged under Government wage-price policy, 1624-26.

Inland Transport:

See Transport.

Instalment Buying:

Canada—

maintenance of restriction on consumer credit by W.P.T.B., urged by C.C.C.L., 1592.

Instruments:

Canada—

cutback in production of instruments and signals devices, 791.

Insurance:

Canada—

summary of provisions of Veterans' Insurance Act, 450.

applications for veterans' insurance received during 6-month period, 1274.

guarantees to life insurance companies under provisions of National Housing Act, (1944), 1770.

referred to in reports of Boards of Conciliation under W.L.R.R., 53, 687.

N.S.: compulsory accident insurance for all bus and tramcar travellers recommended by C.C. of L., 934.

Peru: ratification of I.L.O. conventions *re* sickness, old-age, invalidity, and survivors' insurance (industry), 1612.

See also Group Insurance; Health Insurance; Sickness Insurance; Unemployment Insurance.

International Bank for Reconstruction and Development:

activities endorsed in Canadian White Paper on *Employment and Income*, 617.

Bretton Woods proposals approved by Employment Committee at 94th session of Governing Body, 555.

International Brotherhood of Electrical Workers:

promote instruction in electronics, 1027.

International Industrial Committees:

See Industrial Committees.

International Labour Organization (League of Nations):

relationship between Canada and the I.L.O.—statement of Minister of Labour, 622, 1764.

application in Canada of draft conventions and recommendations, 800-02.

Canada seeks ratification of conventions *re* accident protection for workers loading or unloading ships; statistics of wages and hours of work; 1604.

implementation of Minimum Age (Industry) convention (revised) by P.E.I. provincial statute, 1841.

Peru ratifies 11 conventions, 1612.

International Labour Organization (League of Nations)—*Con.*

consolidation of conventions and recommendations under Canada Shipping Act urged by T. and L.C., 638.

recommendation of C.C. of L., 641-42.

Factory Safety Code Committee to meet in Montreal, 949.

model safety code for factories drafted by Correspondence Committee on Accident Prevention, 1753.

Governing Body—

structure and functions, 944.

proceedings of 94th session—Canadian representation, 1, 555; employment policy, international industrial committees; 555; report of Joint Maritime Commission, Italy and the I.L.O., next meeting, and agenda, 556.

resolutions adopted at meeting in London, England, 260.

election of Paul Martin as chairman of committee, 123.

report of Joint Maritime Commission adopted, 556.

reference of Minister of Labour to representation at 94th session, 622.

Bretton-Woods proposals approved by Employment Committee, 555.

proceedings of 95th session—first meeting of Governing Body held in Canada, 799, 944-51.

statement of Minister of Labour, 949; of Deputy Minister of Labour, 950.

admission of Iceland and Italy to membership in I.L.O., discussed, 948, 949.

application of Guatemala for re-admission to membership, 1419.

application for admission of Italy placed on agenda, 556.

approves representation of Federal States at International Labour Conference, 949, and reconstitution of Permanent Agricultural Committee, 949.

report of Committee on Constitutional Questions, 946-47.

Twenty-fifth Conference—

texts of draft conventions and recommendations adopted at 25th and 26th sessions of Conference, tabled in House of Commons, 1273.

Twenty-sixth Conference—

texts of draft conventions and recommendations adopted at 25th and 26th sessions of Conference, tabled in House of Commons, 1273.

reference of Minister of Labour to representation at 26th session in Philadelphia, 622.

Twenty-seventh Conference—

agenda, etc., 556, 948, 1085, 1419, 1604.

Canadian delegation, 1409.

International Youth Charter drafted at preparatory meeting held in Montreal, 1085.

approval of Canadian price control policy, 1748.

Employment Committee—

meeting in London, England; report, 555; in Quebec, 945.

Preparatory Technical Maritime Conference—

meeting in London, England, 948.

Canadian delegation, 1604.

International Labour Organization (League of Nations)—Con.*International Industrial Committees—*

decision to set up committees in seven industries, 555; considered at Quebec meeting of Governing Body, 948.

meeting of industrial committees of coal mining and inland transport industries, 1605; Canadian representation, 1746.

Publications and Reports—

reports prepared for submission to Paris Conference, 1419, 1445.

I.L.O. Year Book on Labour Statistics (1943-44), 1596.

control of harmful gases, fumes and dust in Australia, 1598.

protection from radioactive paints in Australian factories, 1598.

report on work of Chinese co-operatives in wartime, 1419.

International Monetary Fund:

activities endorsed in Canadian White Paper on Employment and Income, 617.

Bretton Woods proposals approved by Employment Committee at 94th session of Governing Body, 555.

International Nickel Company, Limited:

rescission of orders authorizing employment of women in mining occupations, 1603, 1843.

Intimidation:

Canada—

number of plants in pulp and paper industry in which union refrains from intimidation or coercion against employees to induce membership, 543.

views expressed at C.M.A. convention on right of employers to speak to employees re unionization, 1069, 1071.

referred to in reports of Boards of Conciliation under W.L.R.B., 58, 62, 487, 488.

N.B.: prohibited under provisions of Labour Relations Act (1945), 1694-95.

Iron:

international industrial committees in iron and steel industry established by Governing Body of I.L.O., 555.

Canada—

analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.

N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation, 1261.

Italy:

re-admission to membership in I.L.O., 556, 948, 1604.

Japanese:

report on labour conditions in Japan, 1620.

Canada—

Minister of Labour on employment in agriculture, 454.

employment at civilian work, 19, 20, 267, 623, 624, 805.

government policy reviewed by Minister of Labour, 1762-63.

changes in regulations governing movement, placement and care of evacuated persons, 1607.

Japanese—Con.

Alta.: removal of Japanese from province requested by Federation of Labour, 936.

Job Analysis:

select list of references on job analysis in Canada, Great Britain and the United States, available in the Library of the Canadian Department of Labour, 605-6.

Job Instruction Training:

Canada—

benefits outlined in review of supervisory training plan of C.V.T., 1755.

activities under C.V.T., 723.

Job Methods Training:

Canada—

activities under C.V.T., 723.

benefits outlined in review of supervisory training under C.V.T., 1755.

Job Relations Training:

Canada—

benefits outlined in review of supervisory training under C.V.T., 1755.

activities under C.V.T., 723.

Job Safety Training:

Canada—

benefits outlined in review of supervisory training plan of C.V.T., 1755.

Job Training:

Canada—

provision of job training by employers recommended by United Steelworkers of America, 1079.

Joint Committees:

joint committee with C.I.O. set up by British T.U.C., 1609.

See also Mutual Interest Boards.

Joint Council:

See National Joint Council of the Public Service of Canada.

Joint Maritime Commission:

report adopted at 94th session of Governing Body of I.L.O., 556.

Joint Production Committees:

See Labour-Management Production Committees.

Jones, Hon. J. Walter, Premier of Prince Edward Island:

remarks at Dominion-Provincial Conference on Reconstruction, 1300.

Jurisdictional Disputes:

U.S.A.—

proceedings of labour-management conference, 1775.

Justice, Department of:

report of international cartels tabled in House of Commons by Minister of Justice, 1614-20.

administration of Combines Investigation Act, 1413, 1606.

Justices of the Peace:

Ont.—

appointment of trade union representatives as Justices of the Peace advocated by T. and L.C., 253.

Juvenile Employment:

report on protection of children and young workers, on agenda of International Labour Conference, 1419.

Canada—

renewal of provincial restrictions governing employment of young persons in coal mining, 1082.

order permitting employment of young persons as coal-mine or surface workers revoked, 1205-6.

Alta.: amendment in Billiard Room Act *re* employment of young persons in bowling alleys, 1202.

B.C.: non-adoption of Bill to amend Control of Employment of Children Act (1944), 1204; annual report of Department of Labour, 1741.

Ont.: Court holds child may not be employed in bowling alley, 128.

P.E.I.: provisions of P.E.I. Minimum Age for Industrial Employment (International Labour Convention) Act, 1945. 1841.

United Kingdom: provisions of Coal Mining (Training and Medical Examination) Order 1944, governing employment of boys, 942.

U.S.A.: employment of girls under 18 on government work, forbidden, 1416; recommendations of National Conference on Labour Legislation, 200; legislative recommendations concerning child labour, 263-64; functions of child labour clinics, 1699; advisory standards of Department of Labour *re* wartime employment of juveniles in pulp and paper industry, textile industries, foundries, and on railroads, 727; state laws on employment of school children, 1847.

Kelly, A. J., Railroad Transportation Brotherhoods:

appointment as member of Department of Reconstruction Labour Committee, 796.

Key Personnel:

Canada—

procedure for release of key personnel from armed forces outlined in statement issued by Prime Minister, 809.

policy of Industrial Selection and Release Committees concerning release of army personnel for essential civilian employment, 810-11, 1279.

retention of trained key workers in munitions industry, 136.

Khaki University:

functions of Khaki university of Canada, established in the United Kingdom, 1410.

King, Rt. Hon. W. L. Mackenzie, Prime Minister of Canada:

address at Dominion-Provincial Conference on Reconstruction, 1281; closing remarks, 1305.

on meetings of Co-ordinating Committee of Dominion-Provincial Conference, 1745. on observance of V-E Day, 609.

King, Rt. Hon. W. L. Mackenzie, Prime Minister of Canada—Con.

message to 95th session of Governing Body of I.L.O., 944, 949.

statement on placement of veterans in peacetime employment, 808-10.

reply to memorandum submitted by affiliated unions of C.C. of L. and T. and L.C., 1413-14.

Labour Attachés:

U.S.A.—

training and assignment by State Department, 1753.

Labour Code:

N.B.—

recommendations of Committee on Reconstruction, 444-45.

N.S.: establishment of provincial labour code recommended by C.C. of L., 935.

Ont.: establishment of permanent code urged by C.C. of L., 935.

See also Wartime Labour Relations Regulations.

Labour Conditions:

See Conditions of Employment.

Labour Court of Ontario:

institution of pending proceedings before national or provincial wartime relations boards, 191.

Labour Day:

Canada—

message of Federal Minister of Labour, 1272.

extracts from message of A. Charpentier president, C.C.C.L., 1273; of A. R. Mosher, president, C.C. of L., 1272; of Percy R. Bengough, president, T. and L.C., 1272.

Labour Departments and Bureaus:

Canada—

functions of Federal Department during war years (1939-45) described by Minister of Labour in address before House of Commons, 1756-67.

administration of Combines Investigation Act transferred to Department of Justice, 1413, 1606.

rehabilitation plan of Federal Department of Labour, 621, 1771-73.

booklet entitled "Dismiss—But What of a Job", issued by Dominion Department of Labour, 1083.

annual reports of Federal Department of Labour (1944), 262; (1945), 1751.

B.C.: annual report of Department of Labour (1944), 1740.

Man.: appointment of full-time Minister of Labour urged by T. and L.C., 254; annual report of Department of Labour (1944), 446.

N.B.: creation of provincial Department of Labour recommended by Committee on Reconstruction, 444-45; annual report of Department of Labour (1944), 445.

N.S.: appointment of Deputy Minister recommended in report of Royal Commission on Provincial Development and Rehabilitation, 1261; annual report of Department of Labour (1944), 1407.

Labour Departments and Bureaus—Con.**Canada—Con.**

Ont.: annual report of Department of Labour (1944), 1264.

Sask.: annual report of Department of Labour (1944), 586.

See also Advisory Boards.

Labour Exit Permits:**Canada—**

continuation of system, 803, 1420.

relaxation of N.S.S. mobilization regulations, 803, 1205.

procedure reviewed in historical summary of N.S.S. civilian regulations, 627.

issuance to student nurses restricted by N.E.S., 1083.

permit required where necessary though permission for temporary leave granted by mobilization board, 136.

required by Canadians playing professional hockey in the United States, 1422.

See also Labour Permits.

Labour Law:

See Labour Legislation.

Labour Legislation:**Canada—**

memorandum of Minister of Justice on application of draft conventions and recommendations of International Labour Conference, 800-802.

recent regulations under Dominion and provincial legislation, 101, 191, 352, 765, 913, 1003, 1204, 1347, 1530, 1697, 1842.

recommendations of Royal Commission on Veterans' Qualifications, 1622.

reports issued by Department of Labour—"Legislation Concerning Employment of Women—Provincial Laws", 1083; "Provincial Labour Standards concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation", 1083; "Labour Legislation in Canada, 1943", 797; comparative study of provincial legislation on workmen's compensation, 1607; "Labour Legislation in Canada", 1752.

Alta.: labour enactments of provincial legislature in 1945, 1200.

B.C.: establishment of government-labour committee to study labour's legislative proposals, 797, 941; labour enactments of provincial legislature during 1945, 1203.

N.B.: labour enactments of provincial legislature in 1945, 1694; annual report (1944) of Department of Labour, 445.

N.S.: labour enactments of provincial legislature in 1945, 1524.

Ont.: appointment of Select Committee of the Legislature to study labour relations legislation, 1208; labour enactments of provincial legislature in 1945, 1696.

P.E.I.: labour enactments of provincial legislature during 1945, 1840.

Que.: labour enactments of provincial legislature in 1945, 1527.

Sask.: annual report of Department of Labour, 586.

Yukon Territory: labour enactments of legislature in 1945, 1842.

Labour Legislation—Con.

U.S.A.: eleventh National Conference on Labour Legislation, 199; enactment of anti-discrimination employment laws in New York, New Jersey and Indiana, 1610; summary of bulletin entitled "A Guide to Labour Legislation for Supervisors and Shop Stewards", 200.

See also Legislation.

Labour-Management Co-operation:

functions of I.L.O. industrial committees of coal mining and inland transport industries, 1605.

Canada—

functions of the National Joint Council of the Public Service of Canada, 717.

desirability of co-operation in post-war period emphasized in White Paper on *Employment and Income*, 620, 621.

number of agreements in pulp and paper industry providing for establishment of mutual interest boards or joint committees, 552.

maintenance in post-war period advocated by Deputy Minister of Labour in paper presented before Maritime Labour Institute, 815.

address on "Labour-Management Co-operation" given at employer-employee relations conference of C.M.A., 1073.

references in reports of Boards of Conciliation under W.L.R.R., 1489, 1648.

activities of Department of Industrial Relations organized at Laval University, 1083.

establishment of Joint Industry Council in steel industry recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

establishment of employer-employee agency to direct withdrawal of wartime controls requested by T. and L.C., 637.

recommendations of C.C.C.L., 1593.

establishment of labour-management industry councils recommended by affiliated unions of C.C. of L. and T. and L.C., 1414.

plan of Pacific Mills Limited for reinstatement of company's returned servicemen, 1415.

select list of references on employment management available in the Library of the Department of Labour, 242-46.

B.C.: formation of accident prevention committees under Workmen's Compensation Board, 122.

N.S.: recommendation of Royal Commission on Provincial Development and Rehabilitation concerning coal mining, iron and steel industries, 1261.

Ont.: employer-employee supervision of technical training schools for armed forces recommended by T. and L.C., 252.

Que.: labour-management discussions at Laval University, 1752.

United Kingdom: recommendation of T.U.C. in report on post-war policy of trade unions, 8.

U.S.A.: proceedings of Labour-Management Conference convened by President Truman, 1774; "New Charter for Labour and Management" signed by business and organized labour, 451; management-labour court reduces absenteeism in shipbuilding plant, 130; policies and pro-

Labour-Management Co-operation—Con.**U.S.A.—Con.**

cedures under University of Chicago instruction program, 130; summary of bulletin entitled "A Guide to Labour Legislation for Supervisors and Shop Stewards", 200.

Labour-Management Production Committees:

select list of references on labour-management committees in Canada, Great Britain and the United States, available in the Library of the Department of Labour (Canada), 606-8.

Canada—

establishment in post-war period encouraged by Government, 2.

co-operation of provinces in sponsorship invited by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1292.

functions in post-war period reviewed in White Paper on *Employment and Income*, 621.

Industrial Production Co-operation Board—

conference, 126-27; progress of committees reviewed in brochure "Partners in Production", 937; number of Committees reported to Board, 1, 450, 1415; as given by Minister of Labour in review of wartime activities of the Department, 1760; appointment of Alfred Charpentier, president, C.C.C.L., to Advisory Committee of Industrial Production Co-operation Board; employers' representatives; other labour representatives, 258.

continuation of committees in post-war period recommended by C.C. of L., 641.

referred to in reports of Boards of Conciliation under W.L.R.R., 859.

control and operation of Crown companies under joint committees recommended by T. and L.C., 638; advocates extension of government policy, 638; remarks of Minister of Labour, 639.

establishment of committees in steel industry recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

United Kingdom: recommendations of T.U.C. in report on post-war policy of trade unions, 8; favours continuance of joint production committees in post-war period, 1595.

U.S.A.: termination of War Production Drive established to encourage formation of committees, 1415; report on wartime suggestion systems, 1415-16; number of committees in various industries as at September 15, 1944, 137.

Sweden: joint production committees in state factories established under collective agreement, 1612.

Labour Organization:

See Collective Bargaining; Freedom of Association; Trade Unions.

Labour Organizations:

See Trade Unions.

62533—4½

Labour Papers:**Canada—**

Library of the Department of Labour—list of references (Canada and other countries) on absenteeism; and armed forces, their civil employment and rehabilitation, 115-21; job analysis and labour-management production committees in Canada, Great Britain and the United States, 605-8; industrial relations in Canada and other countries, 441-43; on employment management, 242-46.

Labour Permits:**Canada—**

provisions reviewed in historical summary of N.S.S. Civilian Regulations, 626-28. continuation of employment permit system, 1420.

discontinuance of certain man-power controls, 1276, 1277.

relaxation of requirements of employment advertisements, 1600.

removal of restrictions on teachers, 625. employment permit system suspended during Christmas rush, 1751.

no N.S.S. permit required for employment of housewives on part-time work, 273. number of permits issued by W.B.T.P., 1606-7.

requirements of W.B.T.P. in placement of technical employees discharged from armed forces, 127.

resolution adopted at Dominion-provincial farm labour conference, 21.

remarks of Minister of Labour on return to agriculture of farm workers on temporary permits in essential industries, 454.

remarks of Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.

prosecutions under N.S.S. civilian regulations *re* employment of workers without permits, 6.

change in N.S.S. procedure *re* female university students, 6.

Labour Pool:**N.S.—**

abolition of longshoremens' reserve labour pool at Halifax, 1412.

See also Longshoremens.

Labour Priorities:

See Priorities (Labour).

Labour Relations:**Canada—**

Government policy on labour relations in Crown companies, 257.

amendment to B.N.A. Act *re* powers of delegation recommended in Federal Government brief submitted to Dominion-Provincial Conference on Reconstruction, 1292.

statistical statement by Minister of Labour on applications for welfare plans, under national and regional war labour boards, 1766.

number of agreements in pulp and paper industry providing for establishment of mutual interest boards or joint committees, 552.

Labour Relations—Con.

Canada—Con.

- 40-hour week plan of Lever Brothers Limited, 272-73.
- plan of Pacific Mills Limited for reinstatement of company's returned servicemen, 1415.
- discussion at annual convention of Maritime Labour Institute, 816.
- activities of Department of Industrial Relations organized at Laval University, 1083.
- proceedings of employer-employee relations conference at convention of C.M.A., 1069-73.
- summary of bulletin on union security plans in Canada and the United States issued by Queen's University, 1608.
- select list of references available in the Library of the Department of Labour concerning—job analysis and labour-management production committees in Canada, Great Britain and the United States, 605-8; employment management, 242-6; industrial relations in Canada and other countries, 441-43.
- N.B.: administration of Labour and Industrial Relations Act by Department of Labour, 445; provisions of Labour Relations Act (1945), 1694.
- N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation, 1260-61.
- Ont.: appointment of Select Committee of the Legislature to study labour relations legislation, 1208; institution of pending proceedings in Labour Court before national or provincial war labour boards, 191.
- Que.: amended provisions of Labour Relations Act (1944), 1528; labour-management discussions at Laval University, 1752; monthly Industrial Relations Bulletin issued by Laval University, 1608; recommendations of C.C.C.L. *re*, 440, 1593.
- Sask.: administration of Trade Union Act by Labour Relations Board, 128; new section under Act *re* membership of Board, 999; order of Board in policemen's union case quashed, 1011-14.
- Australia: summary of government reports on use of industrial music, 22-24.
- United Kingdom: personnel management and welfare supervision reviewed in annual report of Factories Inspector (1943), 603; recommendations of T.U.C. in report on post-war policy of trade unions, 8.
- U.S.A.: establishment of New York State School of Industrial and Labour Relations, 1611; special training in industrial relations given by University of Chicago, 130; agreement between rival unions of Western Union Telegraph Company reached by N.L.R.B. following representation votes, 262; summary of bulletin entitled "A Guide to Labour Legislation for Supervisors and Shop Stewards", 200; report of Industrial Relations Division on vacation-with-pay clauses in union agreements, 614.
- See also* Labour-Management Production Committees; National Labour Relations Board (U.S.A.); Wartime Labour Relations Board (National); Wartime Labour Relations Regulations.

Labour Representation:

Canada—

- appointment of representatives to Department of Reconstruction Labour Committee, 796.
- appointment of representatives to committee on departmental policy requested by Minister of Reconstruction, 620.
- appointment of A. Charpentier, president, C.C.C.L., to Advisory Committee of Industrial Production Co-operation Board; employers' representatives; other labour representatives, 258.
- recommendations of affiliated unions of C.C. of L. and T. and L.C., 1414.
- full representation on all planning commissions requested by C.C. of L., 640, 641.
- establishment of employer-employee agency to direct withdrawal of wartime controls, 637; and representation on all government boards or companies, urged by T. and L.C., 638.
- B.C.: on government-labour committee appointed to study legislative proposals, 797, 941-42.
- N.S.: legislative proposals of C.C. of L., 934.
- Ont.: T. and L.C. commends appointments on Government Boards and commissions and urges extension of policy, 253, and seeks labour representation on proposed Forest Resources Commission, 253.

Labour Requirements:

See Farm Labour; Man-power.

Labour Standards:

Canada—

- study of provincial labour standards concerning child labour, hours of work, minimum wages and workmen's compensation, issued by Department of Labour, 1083.
- N.B.: establishment of permanent Dominion-provincial conference, representative of Federal and provincial departments of labour to formulate and maintain national program of labour standards, recommended by Committee on Reconstruction, 444.
- U.S.A.: state laws on employment of school children, 1847
- See also* Fair Labour Standards Act (U.S.A.).

Labour Statistics:

See Statistics.

Labour Supply:

See Farm Labour; Man-power.

Labour Survey Committees:

See Agricultural Labour Supply Committees.

Labour Transference:

Canada—

- discontinuance of transfers under compulsory transfer orders, 803-4.
- revocation of compulsory transfer order allows transferred workers to return to other employment, 1276, 1277.
- amendment in N.S.S. Civilian Regulations *re* payment of transportation of transferred workers, 455.

Labour Transference—Con.**Canada—Con.**

- compulsory directions to employment—procedure reviewed in historical summary of N.S.S. Civilian Regulations, 628, 630.
 - relation of compulsory transfer orders to labour priorities explained by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.
 - movement of labour reviewed by Minister of Labour in report on wartime activities of Department, 1761; in review of man-power situation, 624.
 - provisions of agreements in pulp and paper industry *re* wage rates for transferred workers, 550.
 - activities under Dominion-provincial farm labour program, 20, 805, 806, 1082, 1420-21.
 - Dominion-provincial agreements for use of farm workers, costs of interprovincial transfers, 1003.
 - activities under Dominion-provincial farm labour program reviewed by Associate Director (Agriculture) at meeting of N.S.S. Administration Board, 250-51.
 - payment of travelling expenses of agricultural workers transferred to high priority industries, 269, 352.
 - direction of male workers into agricultural employment outlined by Minister of Labour, 454.
 - exchange of threshing equipment and crews under reciprocal arrangement between United States and Canada, 805.
 - United Kingdom: measures for priority release of certain munitions workers outlined in White Paper, 270.
- See also* Compulsory Transfer Orders.

Labour Turn-over:**U.S.A.—**

- lower rate of labour turn-over among physically impaired than able-bodied workers indicated in comparative study of job performance, 1447-48.

Land Settlement:**Canada—**

- post-war intentions of veterans indicated in pre-discharge interviews, 1771.

Australia: provision of Re-establishment and Employment Act, 1743.

Laski, Professor Harold, Chairman, British Labour Party:

- remarks at annual conference of T.U.C., 1595.

Laval University:

- establishment of Department of Industrial Relations, 1083.
- publication of Industrial Relations Bulletin, 1608.
- labour-management discussions, 1752.

Lay-offs:**Canada—**

- remarks of Minister of Labour *re* lay-offs in transition period, 1275.
- reduced working hours in preference to lay-offs favoured by Department of Labour, 1269-70.

Lay-offs—Con.**Canada—Con.**

- lay-off procedure reviewed in historical summary of N.S.S. Civilian Regulations, 627-29, 633.
- seven days' notice of separation under N.S.S. regulations, 627-29.
- amendments in N.S.S. Civilian Regulations—temporary lay-offs; job "freeze"; suspension for misconduct, 455.
- lay-offs in aircraft and shipbuilding programs relieve man-power situation in 1944, 267, 269.
- seniority clauses in agreements in pulp and paper industry, 544.
- number of plants in pulp and paper industry in which preference of continuous employment given union members, 544.
- control of lay-off of navigation workers provided under N.S.S. Civilian Regulations, 632.
- referred to in reports of Boards of Conciliation under W.L.R.R., 1140, 1478, 1498, 1502, 1654, 1659, 1661, 1805-6.
- decisions of N.W.L.B. *re* severance pay, 1785.
- lay-off pay in war plants requested by C.C. of L., 640; situation in shipbuilding industry outlined in Dominion legislative program, 1406.
- granting of subsistence allowances during lay-off periods, recommended by T. and L.C., 638.
- severance pay for war workers urged by affiliated unions of C.C. of L. and T. and L.C., 1413.
- N.S.: report of Commissioner appointed to inquire into plant shutdown at Trenton Steel Works, 114; provisions of Act requiring notice of closing down in industry, 1527.
- U.S.A.: dismissal-pay provisions in union agreements, 139; plan of shipbuilding union to relieve effects of lay-offs and post-war employment, 615.

Lea, H. W., Director, Wartime Bureau of Technical Personnel:

- on placement of technical employees discharged from armed forces, 127.

Lead:**Canada—**

- output as shown in review of war production record issued by Minister of Munitions and Supply, 11, 12.

Leather:**Canada—**

- man-power requirements in leather working industry stated in radio address of Director of N.S.S., 10.

Legal Decisions:**Canada—**

- monthly summary of legal decisions affecting labour, 197, 918, 1009, 1533, 1845.
- appeal by Joint Committee of Printing Industry under Collective Agreement Act, allowed by Supreme Court, 1534.
- charge that firm violated Dominion Elections Act, dismissed, 1533.
- Crown recovers cost of repairs to vehicle from negligent employee who was compensated for accident, 1011.

Legal Decisions—Con.**Canada—Con.**

- Supreme Court upholds decision of Quebec Courts in Levis Ferry injunction case and Board certifies bargaining representatives, 1791.
- Man.: driver of street railway company's bus held liable for injury to workman employed by another company, 197; damages for industrial accident against negligent workman of another employer affirmed by Appeal Court, 1009.
- N.S.: claim to check-off of union in Halifax Shipyards Limited, upheld by Supreme Court, 918.
- Ont.: Appeal Court holds child may not be employed in bowling alley, 128; action for damages from benzol poisoning falls under Workmen's Compensation and Factory Acts, 920; application of Industrial Standards Act to clothing industry valid—Privy Council refuses leave to appeal, 919; Court quashes order of N.S.S. court of referees, 1010.
- Que.: Court orders refund of amount deducted from wages of employee to offset compensation payments, 197; Court dismisses appeal and counter-appeal in case involving W.L.R.B., 1536; Court rules injured workman entitled only to damages equal to loss sustained less workmen's compensation received, 1539; Montreal firm wins appeal in case of workman discharged for union activity, 1536; workman's appeal in accident case, dismissed, 1538; Court holds one-third of wages, irrespective of deductions, attachable for debt, 1538; joint submission to Quebec Court for interpretation of collective agreement, fails, 1537; longshoremen win appeal in union dispute, 1536; judgment dismissing complaint against company official for making false report, confirmed by Court of Appeal, 1535; petition fails for injunction against homework in dress industry, 922; injunction against W.L.R.B. (National) refused by Superior Court, 921; Court dismisses claim for damages by hospital worker for hernia, 1011; Appeal court upholds conviction of union organizers for encouraging strike, 1010; workman wins action for damages for wrongful dismissal, 1539.
- Sask.: order of Labour Relations Board in policemen's union case quashed, 1011-14.
- United Kingdom: English court dismisses company's appeal in case of alleged breaches of contract of employment, 1539; employer's obligation to provide safe conditions extends to normal and reasonable acts during working hours, 923; employers liable for negligence of their workmen when services hired to another, 1014; English court awards damages against railway company for not providing look-out for men working on permanent way, 1846; obligation to keep moving machinery guarded is employer's obligation under British Factories Act, 1846; English court holds fencing of dangerous machinery as securely as is consistent with work it is to do, is not sufficient compliance with Factories Act, 198; registered union in Britain may sue for libel in its own name, 1845.

Legal Decisions—Con.

- U.S.A.: waiver of right to liquidated damages under Fair Labour Standards Act no bar to action to recover damages, 1021; application of anti-trust laws to trade unions, 1018; Florida Union Control Act invalid where conflicts with Wagner Act, 1016; validity of Alabama law not to be decided in suit for declaratory judgment, 1015; state regulation of unions and the National Labour Relations Act, 1015.

Legislation:

- Man.—provisions of Regulations Act, 998.

Leisure:

See Recreation.

Lever Brothers Limited:

- 40-hour week plan, 272-73.
results of survey of Canadian homes, 1100.

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

- on wage increases and other demands of bituminous coal miners, 453.
attendance at labour-management conference, 1775.

Libraries:**Canada—**

Library of the Department of Labour—list of references (Canada and other countries) on absenteeism; and armed forces, their civil employment and rehabilitation, 115-21; job analysis and labour-management production committees in Canada, Great Britain and the United States, 605-8; industrial relations in Canada and other countries, 441-43; on employment management, 242-46.

Licensing of Workmen:**Alta.—**

provisions of new order under Boilers Act, 103; under Welding Act, 103; inclusion of "beauty culture" trade under Licensing of Trades and Businesses Act, 1004.

- Man.: regulations under Barbers' Act, 1351.
N.B.: new sub-section under Steam Boiler and Pressure Vessel Act, 196; amended regulations under Act, 1532-33.
N.S.: provisions of Tradesmen's Qualification Act, 1526; of Scalers' Act, 1526.
P.E.I.: revised regulations under Electrical Inspection Act *re* war veterans, 1533.

Liquor:**N.S.—**

legislative proposal of C.C. of L., 934.

Lithographers:

shorter work week without pay reduction sought by certain locals of Canadian Lithographers' Association and Amalgamated Lithographers of America, 612.

"Little Steel" Formula:**U.S.A.—**

no alteration in wage increase policy recommended by N.W.L.B., 452.
U.M.W.A. seek wage "fringe" instead of "general" increase to avoid violation of policy, 453.

Loans:

Canada—

provisions of National Housing Act (1914) *re* loan to prospective home owners, co-operative groups, builders and limited-dividend housing corporations, 1769-70.

Government financial assistance on construction of workmen's dwellings urged by C.C.C.L., 1593.

Alta.: enactment of National Housing Loans Act (Alberta), 1203.

Sask.: amendment in Credit Union Act, 1003; new section under Department of Reconstruction and Rehabilitation Act *re* payment of loans, 1002.

Logging and Lumbering:

Canada—

extension of unemployment insurance coverage to employment in lumbering and logging, 792, 882.

labour supply situation for woods operations, 1421; defined in radio address by Director of N.S.S., 10; by Minister of Labour, 623, 625, 1761; studied by woods labour committee of Department of Labour, 1751.

statement on war production record issued by Minister of Munitions and Supply, 11, 12.

B.C.: opening meeting of safety committee in B.C. lumber camp, 514.

N.S.: provisions of Scalers' Act, 1526.

Que.: provisions of Act respecting the Industrial Stability and Progress of Quebec, 1529.

U.S.A.: N.W.L.B. awards woodworkers' union extended vacation with pay, 1085.

See also Hours of Labour.

Longshoremen:

Canada—

Federal Government seeks ratification of I.L.O. convention *re* accident prevention for workers loading or unloading ships, 1604.

abolition of reserve labour pool at Halifax, 1412.

continuance of facilities for waterfront workers, 1607.

provisions of stabilization order reviewed in historical summary of N.S.S. Civilian Regulations, 632.

reserve labour pool plan reviewed by Minister of Labour, 625, 1763.

Que.: longshoremen win appeal in union dispute, 1536.

U.S.A.: percentage of longshoremen employed under collective agreements, 798.

Lumbering:

See Logging and Lumbering.

Lyon, Brigadier John, Veterans' Placement Adviser, Unemployment Insurance Commission:

remarks at conference of National and Prairie Regional Employment Committees, 75.

MacDonald, V. C.:

appointment as chairman of Nova Scotia R.W.L.B. and Nova Scotia W.L.R.B., 6.

Machinery:

Canada—

analytical study of union status in collective agreements in iron and steel industry, 1430-31, 1437, 1443, 1613.

use of machinery to relieve farm labour shortages, 805.

Mackenzie, Hon. Ian A., Minister of Veterans Affairs:*on—*

veterans employment plans, 1275, 1605, 1771. appointment of "Committee on Education Overseas", 1274.

provisions of Veterans' Insurance Act, 450, 1274.

provision of extra grant to married veterans attending university, 1412.

establishment of Veterans Health and Occupational Centre, 1412.

Mackinnon, J. F., Associate Director, National Selective Service:

appointment, 941.

Mackintosh, Miss Margaret, Department of Labour (Canada):

Canadian representative at I.L.O. meeting held to study draft of International Youth Charter, 1085.

MacMillan, Hon. A. S., Premier of Nova Scotia:

remarks at Dominion-Provincial Conference on Reconstruction, 1296-97.

MacNamara, Arthur, Deputy Minister of Labour and Director of National Selective Service:

statement before 95th session of Governing Body of I.L.O. on policy of full employment as presented in White Paper on *Employment and Income*, 950-51.

addresses, etc.—

extracts from radio address on man-power shortages in war industry, 10.

address at Dominion-Provincial Farm Labour Conference, 19, 1767-68.

text of letter sent to Industrial Selection and Release Committees concerning release of army personnel for essential civilian employment, 1279.

paper presented at annual convention of Maritime Labour Institute, 815.

remarks at meeting of Royal Commission on Veterans' Qualifications, 796; at conference of Industrial Production Co-operation Board, 126-27; at meeting of N.S.S. Administration Board attended by representatives of W.M.C. (U.S.A.), 246-52.

at conference of Vocational Training Advisory Council, 522.

remarks concerning—

plan for replacement of men on postponement from military training by dispensable R.C.A.F. personnel, 2.

removal of restrictions on Canadians playing hockey in United States, 1422.

establishment of travelling boards to interview 1945 university science graduates as technical personnel for armed forces, 5.

temporary summer employment of university undergraduates in science and engineering courses, 449.

MacNamara, Arthur, Deputy Minister of Labour, etc.—Con.

- remarks concerning—Con.
- labour transference under Dominion-Provincial Farm Labour Program, 1421.
- progress of woods labour committee appointed to study man-power requirements for forest operations, 1751.
- reinstatement of veterans in former employment, 1603-4.
- part-time employment of housewives, 273.
- check-up of men on military postponement engaged in agriculture, 938.
- western harvest excursion, 1750.
- assistance of soldier workers under Farm Duty Plan during 1944, 269.
- issue annual report of Federal Department of Labour, 262.
- tribute to L. E. Westman, former Associate Director, N.S.S., 941.

Maintenance of Membership:

- Canada—
 - definition, 138, 1427.
 - Government policy on labour relations in Crown companies, 257.
 - in collective agreements in pulp and paper industry, 539-554; in the iron and steel industry, 1426-44, 1613.
 - referred to in reports of Boards of Conciliation under W.L.R.R.: 54, 57-58, 163, 164-66, 301, 307, 314, 317-18, 319-20, 325, 333, 340-41, 487, 488, 490, 495-500, 501-2, 503, 505-6, 680, 694, 698, 702, 708, 715, 853-57, 864-66, 968, 976, 1147, 1155, 1185-87, 1191, 1325-30, 1332, 1334, 1469, 1471, 1489-90, 1652, 1667-68, 1801-2, 1805-6.
 - recommendations of Boards of Conciliation, 138.
- Ont.: compulsory maintenance-of-membership provisions under permanent Labour Code urged by C.C. of L., 935.
- Sask.: compulsory on request by union under Trade Union Act, 128; provision of collective agreements between provincial government and civil servants, 1414.
- U.S.A.: number of trade unionists employed under maintenance-of-membership clauses, 798; effect of "escape periods" in renewed maintenance-of-membership agreements, 9; direction of N.W.L.B. *re* deduction of fine from wages of "wildcat" strikers (U.R.W.A.), 129.

Management:

- referred to in reports of Boards on Conciliation under W.L.R.R., 509.

Manning, Hon. E. C., Premier of Alberta:

- remarks at Dominion-Provincial Conference on Reconstruction, 1303-5.

Man-power:

- report on wartime civilian consumption in Canada, the United Kingdom, and United States, 1599-1600.
- Canada—
 - suspension of call-up for compulsory military service and enrolment of volunteers for Pacific war, 609.
 - relaxation of certain wartime controls—teachers, 625; military call-up, postponements, university students, labour exit permits, compulsory transfer orders, employment of women, 803-4; employment advertisements, 1600.

Man-power—Con.**Canada—Con.**

- text of letter circulated by Department of Labour to trade unions and employers on withdrawal of controls *re* employment "freeze", compulsory transfer orders, farm labour, advertising, 1276-77; comments of Minister of Labour on acceptance of wartime controls, 1277-78.
- restrictions removed on Canadians playing hockey in United States, 1422.
- summary of controls still in effect, 1421.
- amendments to N.S.S. Civilian Regulations *re* lay-off procedure, job "freeze", suspension for misconduct, compulsory direction to agriculture, transportation allowances, appeals to Courts of Referees, 454-58.
- consolidation of N.S.S. Civilian Regulations, 625.
- reorganization of labour priorities system, 1600, 1602.
- historical summary of N.S.S. Civilian Regulations, 626-33.
- policies and procedure of N.S.S. outlined at meeting of Administration Board attended by representatives of W.M.C. (U.S.A.), 246-52.
- functions of Federal Department during war years (1939-45) described by Minister of Labour in address before House of Commons, 1756-67.
- review of man-power situation (with chart and table) at the close of 1944, 266-69; by Minister of Labour, 623-25.
- extracts from radio address by Director of N.S.S. on man-power shortages in war industry, 10.
- prosecutions and convictions under N.S.S. Civilian Regulations, 137.
- release of army personnel to meet man-power shortages in housing, food industries and other essential employment, 1278-79.
- retention of trained key workers in munitions industry, 136.
- requirements of W.B.T.P. in placement of technical personnel discharged from armed forces, 127.
- employment of workers for Christmas rush, 1751.
- temporary summer employment of university undergraduates in science and engineering courses, 449.
- replacement of men on postponement from military training by surplus R.C.A.F. personnel, 2.
- call-up of men discharged from armed forces (who have not served outside Canada) under N.S.S. Mobilization Regulations, 135.
- amendment in N.S.S. Mobilization Regulations *re* medical examination of discharged naval and air force personnel subject to call-up for army training, 269.
- check-up at border points of men requiring permission from mobilization board, 136; results of check-up, 136-37.
- summary of report on construction of Alcan Highway, 633-35.
- situation *re* labour supply for woods operations, 1421.
- requirements in forest operations studied by woods labour committee of Department of Labour, 1751.

Man-power—Con.

Canada—Con.

summary of booklet on development of the merchant marine, 1422.

relaxation of man-power controls favoured by T. and L.C. in Dominion legislative program, 1405.

Ont.: use of prisoners of war on farms, 449.

United Kingdom: summary of White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 14-17; plan for release of munitions workers and placement in civilian industry outlined in White Paper, 270.

See also Farm Labour.

Manufacturing:

Canada—

analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.

review (with tables) of war production record issued by Minister of Munitions and Supply, 11-13.

labour requirements outlined by Minister of Labour in review of man-power situation, 623.

wartime trends of employment of women in manufacturing (1942-44), 87.

percentage of persons employed in manufacturing engaged on war work as at October 1, 1944, 269.

civilian production of automobiles for essential users announced by Minister of Munitions and Supply, 792.

Man.: new regulations under Minimum Wage Act, 770.

Ont.: number of employees receiving physical examinations indicated in annual report of Department of Health, 784.

United Kingdom: restrictive measures reviewed in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 15.

U.S.A.: number of wage-earners employed under union agreements indicated in analysis on collective bargaining and union status, 798-99; guaranteed employment and annual wage plans in manufacturing industry, 1267.

Palestine: wartime labour disputes in manufacturing industry, 1418.

Maritime Conference:

See International Labour Organization.

Maritime Labour Institute:

conference, 1597.

proceedings of 2nd annual convention, 815.

Marshall, Herbert, Dominion Statistician:

appointment, 1602.

Martin, Paul, K.C., Secretary of State:

Canadian representative at 94th session of Governing Body of I.L.O., 1, 555.

chairman of committee on constitutional questions, 123.

proposes resolution on provincial representation, 260.

message sent to 95th session of Governing Body of I.L.O., 947.

opposes suggestion that family allowances will affect rise of wages, 272.

remarks at annual meeting of Canadian Institute on Public Affairs, 1353.

Matriculation:

See Canadian Vocational Training; Education.

McClelland, John A., Member, National War Labour Board (Canada):

appointment, 1750.

McGregor, F. A., Commissioner, Combines Investigation Act:

submits report on international cartels, 1614-20.

McGuire, J. E., National Secretary-Treasurer, Canadian Brotherhood of Railway Employees:

labour representative at World Trade Union Congress, 1.

McLaren, S. H., Associate Director, National Selective Service (Mobilization):

remarks at meeting of N.S.S. Administration Board on mobilization boards and I.M.S., 249, 251.

McNair, Hon. J. B., Premier of New Brunswick:

remarks at Dominion-Provincial Conference on Reconstruction, 1297.

McNiven, Mr. Justice D. A., Alternate Chairman, National War Labour Board (Canada):

appointment, 1414.

Meat:

Canada—

action of W.P.T.B. in regard to, 1883.

United Kingdom: rationing of, 15.

Meat-Packing Industry:

Canada—

situation during war years reviewed by Minister of Labour, 1761.

labour requirements outlined in historical summary of N.S.S. Civilian Regulations, 631.

statistical report on employment, salaries and wages during 1943, issued by D.B. of S., 71.

Mechanics:

See Motor Transportation.

Medical Examinations:

Canada—

regulations under Reinstatement in Civil Employment Act, 131-4, 193.

amendment in N.S.S. Mobilization Regulations *re* medical examination of discharged naval and air force personnel subject to call-up for army training, 269, 352.

recommendation of report on time loss in industry, 585.

P.E.I.: required of food handlers in hotels, restaurants, other public eating places, packing plants, processing houses, etc., under provisions of Public Health Act, 1841.

Que.: urged by C.C.C.L. for hotel and restaurant employees, 1593.

Australia: required under regulations governing manufacture and use of radioactive paints, 1598.

Medical Services:

application in Canada of I.L.O. Recommendations concerning medical care for persons discharged from armed forces and assimilated services, and from war employment, 800-802.

Canada—

recommendation of report on time loss in industry, 585.

regulations providing compensation for merchant seamen, 1348.

Ont.: amendment in Public Health Act, 1698.

Sask.: recommendations of Health Services Survey Commission, 7; amendment in Municipal Medical and Hospital Services Act *re* payment of tax, 1002.

U.S.A.: health-benefit plans under collective bargaining, 1446; number of pre-payment medical care organizations (with membership), 474.

Membership:

See Trade Union Membership.

Merchant Seamen:

See Seamen.

Merit Raises:

See Promotions.

Mess, Brigadier James, former Deputy Adjutant-General, Department of National Defence:

remarks at C.M.A. conference, on rehabilitation of veterans, 1072.

Metal Industry:

formation of international industrial committees in metal trades by Governing Body of I.L.O., 555.

review of war production record issued by Minister of Munitions and Supply, 11, 12.

Man.: inclusion of sheet metal workers under Apprenticeship Act, 768.

U.S.A.: results of studies on the effects of long hours, 1423.

Metal Mining:

See Mining.

Metallurgy:

Ont.—

revocation of order permitting employment of women in metallurgical plants in certain capacities, 1843.

Migration and Settlement:

application in Canada of I.L.O. Draft Convention and Recommendations concerning the recruitment, placing and conditions of labour of migrants for employment, 801, 802.

Canada—

immigration during 1944-45, 1034.

establishment of immigration policy favoured by Minister of Labour, 639; by Minister of Reconstruction, 639.

immigration policy recommended by C.C. of L., 642.

immigration opposed by C.C.C.L., 645.

revision of Immigration Act to admit increased number of immigrants sought by T. and L.C., 638.

Military Call-up:

See Mobilization.

Military Rejects:

Canada—

application of regulations under Reinstatement in Civil Employment Act, 131.

procedure of Employment Service described by Minister of Labour in review of man-power situation, 623.

recommendation of Dominion-Provincial farm labour conference, 20.

Military Stores:

See War Supplies.

Millard, C. H., National Director, United Steelworkers of America:

labour representative at World Trade Union Congress, 1.

presents post-war program of United Steelworkers of America at meeting with Department of Reconstruction, 1079.

Millwood Fluorspar Mines Limited:

revocation of order permitting employment of women in certain capacities, 1843.

Minimum Wages:

Canada—

discontinuance of Dominion wartime regulations affecting provincial jurisdiction over minimum wages proposed in Federal Government brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.

postponement of conference on minimum wage schedules, 257-58.

study of provincial labour standards issued by Department of Labour, 1083.

resolution of C.C.C.L. on Dominion-Provincial Minimum Wage Conference, 644; reply of Minister of Labour *re* postponement of Conference, 645.

provisions of agreements in pulp and paper industry, 550.

Alta.: legislative recommendation of Federation of Labour, 936.

Female Minimum Wage Act—amendments in Act *re* overtime, etc., 1200; No. 16 (piece-work, overtime, deductions and inexperienced employees), 767; amendment to No. 16, 1004.

Male Minimum Wage Act—amendments in Act *re* overtime, etc., 1200; No. 24 (replacing Order No. 8 providing for exemption to farm labourers, domestic servants, etc.), 195; No. 25 (coal miners), 915.

B.C.: *Female Minimum Wage Act*—non-adoption of amending Bill, 1204; Order Nos. 52 and 52Q (hotel and catering industry), 915, 1698; Order No. 79 (telephone and telegraph occupations), 767.

Man.: new regulations under Act—child labour, 770; manufacturing and general, 770; retail and wholesale establishments and offices, 771; hotels, restaurants, etc., 771; places of amusement, 772; male employees, 772; orders issued under Act during 1944, 446; amendment in Act, 997; regulations under Fair Wage Act *re* barber-

Minimum Wages—Con.**Man.—Con.**

ing trade, 1532; recommendations of T. and L.C., 254.

N.B.: provisions of Minimum Wage Act, 1695; recommendation of Committee on Reconstruction, 445.

N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation, 1260-61; amendment in "Hours of Work" clause in orders under Minimum Wage Board, 103; activities of Board in 1944, 1407-8.

Male Minimum Wage Act—provisions, 1524.

Ont.: annual report of Minimum Wage Branch, Department of Labour (1944), 1265; increased rate for adults recommended by C.C. of L., 935; establishment of minimum yearly wage for all employed persons recommended by T. and L.C., 253.

Que.: resolution of C.C.C.L., 1593.

Minimum Wage Commission—**Orders, by-laws, etc.—**

By-law B-1 (amendment *re* assessments on employers), 1533.

By-law B-2 (keeping of registers), 103.

By-law B-4 (payment of wages), 103.

No. 4 (workers not covered by special orders), 1009; (commercial and industrial establishments), 772.

No. 5 (silk textile industry), 772.

No. 7 (shoe counters), 1207.

No. 8 (cotton textile industry), 197.

No. 9 (teachers, Verdun), 1009.

No. 10 (pasteurization, manufacture and/or distribution of dairy products), 772.

No. 13 (match industry), 916.

No. 14 (maintenance men, Montreal district), 1009, 1206.

No. 15 (packing and grading of waste paper), 772.

No. 16 (butter and cheese export establishments), 916.

No. 17 (laundries, Montreal district), 916.

No. 19 (hosiery mills), 916.

No. 22 (bricks and building blocks manufacture), 197.

No. 25 (waste material), 353.

No. 27 (canning industry), 197.

No. 28 (laundries and dyeworks, Quebec and Quebec West), 1009.

No. 29 (taxicabs and automobiles, Quebec and Levis), 1009.

No. 30 (manufacture of wooden boxes and other wooden objects), 1009.

No. 33 (wholesale food trade, Quebec and district), 103.

No. 37 (glass container manufacturing), 1009.

No. 39 (forest operations), 772.

No. 40 (cinema and theatre employees, Montreal Island), 1009.

No. 42 (peat-bog industry), 916.

Sask.: amendments to Act, 1000; extension of provisions of Act to include various towns, 1699; increased rates of remuneration for government employees, 773; administration of Act in 1944, 586.

New Zealand: guaranteed minimum wage in essential undertakings, 1418.

Minimum Wages—Con.

United Kingdom: introduction of Bill to establish national wage structure—provisions of Wages Councils Bill designed to fix "statutory minimum remuneration", 129; enactment of Act as amended, 874; guaranteed minimum wage and "wet-time" pay plan in building industry, 1417; minimum wage rates for farm workers provided under new orders, 613.

U.S.A.: recommendations of eleventh National Conference on Labour Legislation, 199; increased minimum wage rate proposed in Congress, 1084.

Yukon Territory: amendments in mining Ordinance, 1842.

See also Fair Wages.

Mining:

formation of international industrial committees in coal mining industry by Governing Body of I.L.O., 555; meeting of committee, 1605.

Canada—

Royal Commission on Coal continues study of coal industry, 794.

order permitting employment of young persons as coal-mine or surface workers revoked, 1082, 1205-6.

rescission of orders authorizing employment of women in mining occupations, 1603.

labour supply in coal mining outlined by Minister of Labour in review of manpower situation, 624; on requirements in base metal mining, 625.

exemption of coal miners from military call-up during war years reviewed by Minister of Labour, 1761.

compulsory direction of workers into coal mines—procedure reviewed in historical summary of N.S.S. Civilian Regulations, 628, 631-32.

review of war production record issued by Minister of Munitions and Supply, 11, 12.

man-power requirements for metal mining defined in radio address by Director of N.S.S., 10.

remarks of Associate Director of N.S.S. (War Industries) *re* compulsory exemption of coal miners from military service, 250.

progress report on operation of plant schools under C.V.T., 523.

Alta.: holidays with pay for all employees in coal mining industry provided under Labour Welfare Act, 915; provisions of Coal Mines Regulation Act, 1201; regulations under Act, 1531; repeal of Mines Act, 1201; new Order (No. 33) under Hours of Work Act limits working hours of coal miners employed above ground, 915.

B.C.: non-adoption of Bill to amend Coal Mines Regulation Act, 1204.

N.B.: amendments in Mining Act, 1696.

N.S.: amendments in Coal Mines Regulation Act, 1525; extension of apprentice instruction period under Coal Mines Regulations (Wartime Emergency) Act, 1351; recommendations of Royal Commission on Provincial Develop-

Mining—Con.**N.S.—Con.**

ment and Rehabilitation, 1261; legislative proposals of C.C. of L. re coal mining industry, 934.

Ont.: revocation of order permitting employment of women in metallurgical plants in certain capacities, 1843.

Que.: amendment in Act respecting municipal organization of mining villages, 1529.

Yukon Territory: amendments in Mining Ordinance, 1842.

United Kingdom: provisions of Coal Mining (Training and Medical Examination) Order, 1944, governing employment of boys, 942.

U.S.A.: percentage of workers in coal-mining industry employed under collective agreements, 798; wage "fringe" increases and other demands of U.M.-W.A., 453.

Mitchell, Hon. Humphrey, Minister of Labour:

remarks at 95th session of Governing Body of I.L.O., 944-45, 949-50.

introduces resolutions in House of Commons re ratification of I.L.O. conventions, 1604.

tables draft conventions and recommendations adopted at 25th and 26th sessions of International Labour Conference, in House of Commons, 1273.

tables report of Royal Commission on Veterans' Qualifications in House of Commons, 1621.

statement on relationship between Canada and the I.L.O., 622.

presents Federal Government proposals to Dominion-Provincial Conference on Reconstruction, 1305.

address in House of Commons on functions of the Department of Labour during war years (1939-1945), 1756-67.

outlines post-war employment situation, 1749.

text of radio address on government program for re-establishment of veterans, 1086.

presents review of man-power program, 623-25.

outlines opportunities for employment in agriculture of veterans and released war workers, 1605.

text of letter to provincial labour ministers re conference on minimum wage schedules, 257-58.

forecasts industrial expansion in consumer goods, continuance of price and wage control, and abolition of certain other controls, 1275.

approves establishment of additional day nurseries in Toronto and Hamilton, 261-62.

extends welcome to officials of W.M.C. (U.S.A.) at meeting of N.S.S. Administration Board, 247.

Labour Day message, 1272.

extracts from New Year's message, 17.

remarks at presentation of Dominion legislative program of C.C.C.L., 645; message to C.C.C.L. read at plenary meeting of executive board, 1590; remarks at presentation of Dominion legislative program of C.C. of L., 642; receives delegation of, 1406; remarks

Mitchell, Hon. Humphrey—Con.

at presentation of Dominion legislative program of T. and L.C., 639.
re the establishment of Executive and Professional Employment Offices under Dominion Employment Service, 447.

statements—

on proposed amendment of W.L.R.R., 795.

on reinstatement of school teachers discharged from armed forces, 262.

in House of Commons on Farm Labour Program, 454.

on encouragement of labour-management production committees, 1-2.

on V-J Day, 1269.

on principal man-power controls still in effect, 1421.

on post-war training programs, 1023.

announcements—

rescission of Orders authorizing employment of women in mining occupations, 1603.

suspension of call-up for compulsory military service and enrolment of volunteers for Pacific war, 609.

new system of release of army personnel for civilian employment, 1278-79.

appointment of new Director of W.B.T.P., 1274.

extension in coverage of Reinstatement in Civil Employment Act, 1273.

order establishing wage rates for veterans training in industry, 125.

check-up at border points of men requiring permission from Mobilization Board, 136.

departmental policy concerning reduction of working hours in war industries, 1269.

renewal of Dominion-provincial farm labour agreements for 1945, 805.

relaxation of certain man-power controls, 803-4.

revocation of Stabilization of Longshore Labour Order, 1412.

restriction on issuance of labour exit permits to student nurses, 1083.

amendments to N.S.S. Civilian Regulations, 454, 456.

appointment of Byron F. Wood as Associate Director of N.S.S. and assistant to Deputy Minister of Labour, 6.

change in N.S.S. procedure re female university students, 6.

appointment of Mrs. Rex Eaton, Associate Director, N.S.S., as chairman of Co-ordinating Committee on Training, 1080.

adoption of new provincial agreements under Vocational Training Co-ordination Act, 526-28.

employment of prisoners of war on farms, 449.

appointment of V.C. MacDonald as chairman of Nova Scotia R.W.L.B. and Nova Scotia W.L.R.B., 6.

on—

relaxation of man-power controls, 1276-78.

establishment of Royal Commission on Services Trades, 726, 765.

activities of Department of Labour in connection with rehabilitation of war veterans, 621.

regulations under Reinstatement in Civil Employment Act, 131.

Mitchell, Hon. Humphrey—Con.

on—

- labour supply under Dominion-provincial farm labour program, 1421.
- number of workers accorded vacations with pay, 614.
- removal of restrictions on teachers, 625.
- campaign for woods labour, 1421.
- application of W.L.R.R. to professional and scientific personnel, 261.
- effect of W.L.R.R. in reducing time-loss from strikes, 123.

Mobilization:

Canada—

- call-up of men discharged from armed forces (who have not served outside Canada), under N.S.S. Mobilization, 135.
 - postponement order granted to "War Industry Reservists", 136.
 - replacement of men on postponement from military training by dispensable R.C.A.F. personnel, 2.
 - mobilization operations reviewed by Minister of Labour, 1761.
 - exemption of coal miners from military call-up during war years, 1761.
 - suspension of call-up for compulsory military service and enrolment of volunteers for Pacific war, 609, 803.
 - relaxation of man-power controls—suspension of military call-up, extension of postponements, university students, labour exit permits, 803.
 - proof of compliance with N.S.S. Mobilization Regulations no longer required for unemployment insurance benefit, 1278.
 - results of check-up *re* compliance with mobilization regulations, 136-37.
 - check-up of men on military postponement engaged in agriculture, 938.
 - functions of boards and I.M.S. reviewed by Associate Director (Mobilization) at meeting of N.S.S. Administration Board, 249, 251.
 - United Kingdom: summary of White Paper on *Statistics Relating to the War Effort of the United Kingdom*—description of mobilization of resources (with table), 14-17; compulsory enlistment of men and women in armed service, 14; call-up of 18-27 class continued after defeat of Germany, 270.
- See also* N.S.S. Mobilization Regulations.

Monetary and Financial Problems:

United Kingdom—

- recommendation of T.U.C. in report on post-war policy of trade unions, 8.

Montreal Tramways Company:

- agreement signed, 986-87, 990-91.
- control of property and assets re-vested in Company, 1205.

Mortgages:

Alta.—

- application of Mechanics' Lien Act to land premises mortgaged under National Housing Act, 1203.

Mosher, A. R., President, Canadian Congress of Labour:

- presents Dominion legislative program, 640, 643, 1406.
- extracts from Labour Day message, 1272; from New Year's message, 18.

Mothers' Allowances:

Alta.:

- amendments in Act, 1202, 1698.

Man.: amendments in Child Welfare Act, 998.

N.S.: amendment in Act, 1527.

Sask.: provision of health services for mothers receiving allowances under Child Welfare Act and dependent children, 353; new and amended provisions of Child Welfare Act, 1002; regulations under Act, 916, 1207.

Motor Transportation:

Alta.—

- inclusion of truck and taxi drivers under Hours of Work Act recommended by Federation of Labour, 936.

B.C.: exemption of motor vehicle shops under Shops Regulation and Weekly Half-Holiday Act, 1350.

Sask.: regulations under Apprenticeship Act governing motor vehicle repair trade, 1208.

United Kingdom: adoption of national standard system for training motor mechanics, 1416.

Motor Vehicles:— *See* Motor Transportation.**Munitions:**

Canada—

- review (with table) of war production record issued by Minister of Munitions and Supply, 11-13.
- production of munitions for United States, 127.
- retention of trained key workers in munitions industry, 136.
- labour requirements of expanded munitions programs outlined by Minister of Labour in review of man-power situation, 623.
- progressive cutback of gun and small arms ammunition predicted in statement of Munitions and Supply, 791.

Australia: government report on use of industrial music in ammunition and explosive factories, 23, 24.

United Kingdom: production of munitions as reported (with table) in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 14-15, 17; plan for release of munitions workers and placement in civilian industry outlined in White Paper, 270.

U.S.A.: C.I.O. union penalizes members for slowdown in munitions plant in efforts to force wage increase, 614.

Munitions and Supply, Department of:

- procedure *re* termination of contracts and disposal of surplus war supplies outlined in White Paper on *Employment and Income*, 620.

plans for continued war production until defeat of Japan, outlined by Minister of Munitions and Supply, 791.

statistics on absenteeism in war industry as at June, 1945, 1079.

Munk, Frank, Director of Personnel Training, UNRRA:

remarks at annual meeting of Canadian Institute on Public Affairs, 1353.

Murray, Philip, President, Congress of Industrial Organizations:

signs "New Charter for Labour and Management", 451.

attendance at labour-management conference, 1775.

Music in Industry:

government reports on adoption of industrial music, 22-24.

Mutual Interest Boards:

Canada—

number of agreements in pulp and paper industry providing for establishment of mutual interest boards or joint committees, 552.

National Council of Women:

report on training of women presented at conference of Vocational Training Advisory Council, 523.

National Defence (Army) Department of:

assistance in placement of prisoners of war on farms, 449.

National Employment Committee:

See Employment Committees.

National Employment Service:

See Employment Service.

National Fuel Council:

recommendation of C.C. of L. *re* appointment of Royal Commission on Coal, 642.

National Harbours Board (Canada):

revised pension plan, 1531.

National Health and Welfare, Department of:

commences payment of family allowances, 937.

National Housing Act (1944):

summary of provisions—loans to prospective home-owners, co-operative groups, builders, and limited-dividend housing corporations, guarantees to life insurance companies; slum clearance; housing research and community planning, 1769-70.

recommendations of C.C.C.L., 1592; of C.C. of L., 642; of T. and L.C., 637.

Alta.: Dominion-provincial co-operation *re* loans, mortgages, limited dividend housing, and low rental housing, 1203.

National Joint Council of the Public Service of Canada:

functions, 717.

National Labour Relations Board (U.S.A.):

decline in charges of unfair labour practices indicated in annual report, 452.

recommendations of labour-management conference, 1775.

National Labour Relations Board (U.S.A.)—Con.

decision of Board *re* collective bargaining by foremen's unions, 451.

Florida Union Control Act invalid where conflicts with Wagner Act, 1016.

state regulation of unions and the National Labour Relations Act, 1015.

agreement reached between rival unions following representation votes, 262.

National Physical Fitness Act:

establishment of recreational program urged by T. and L.C., 253.

National Political Action Committee:

establishment by T. and L.C., 610.

National Registration:

Canada—

remarks of Minister of Labour on enforcement of regulations, 1764.

National Selective Service (Canada):

labour requirements in construction of Alcan Highway, 633-35.

policies and procedure of N.S.S. outlined at meeting of Administration Board attended by representatives of W.M.C. (U.S.A.), 246-52.

extracts from radio address by Director on man-power shortages in war industry, 10.

removal of wartime restrictions proposed by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.

co-operation of N.S.S. with W.P.T.B. in provision of labour for essential industries described by Minister of Labour in review of man-power situation, 624.

office of Mrs. Rex Eaton, Associate Director, transferred to Vancouver, 1750.

appointment of Byron F. Wood as Associate Director, 6; of J. F. MacKinnon, 941.

death of L. E. Westman, former Associate Director, 941.

new designation of Regional Selective Service Advisory Boards, 1083.

conference of regional agricultural employment advisers of N.S.S. and directors of Dominion-provincial farm labour program, 19.

plan for employment of ex-service personnel outlined by Chief Enforcement Officer at C.M.A. conference, 1073.

development of Home Aide Service, 1623.

abolition of N.S.S. and replacement by Dominion Employment Service recommended by T. and L.C., 637; remarks of Minister of Labour, 639.

amendments in regulations recommended by C.C.C.L., 644, 1592.

replacement of N.S.S. by N.E.S. recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

Ont.: Court quashes order of Court of Referees, 1010.

See also Employment Service; Farm Labour; Man-power; National Selective Service Advisory Board; National Selective Service Civilian Regulations; National Selective Service Mobilization Regulations.

National Selective Service (U.S.A.):

regulations governing reinstatement of veterans, 1609.

National Selective Service Advisory Board:

assistance in administration of N.S.S. Civilian Regulations, 633.
approves change in N.S.S. procedure *re* female university students, 6.

National Selective Service Civilian Regulations:

historical summary of regulations, 626-33.
change in procedure *re* female university students, 6.
employment of housewives at part-time work without permit, 273.
amendments, 454-58—lay-off procedure, job "freeze", suspension for misconduct, compulsory direction to agriculture, transportation allowances, 454-55; appeals to Courts of Referees, 456; payment through court action, required by employers of conscientious objectors who fail to pay contracted sums, 456.
consolidation of amended provisions, 625.
relaxation of controls: teachers, 625; labour exit permits, 803, 1205; employment of women, 804; compulsory transfer orders, 803-4, 1276-77; employment "freeze", 1276-77; farm labour, 1276-77; advertising, 1276-77, 1600.
summary of employment controls still in effect, 1420.
prosecutions under regulations, 6, 137, 938, 1760.

National Selective Service Mobilization Regulations:

co-ordination of civilian and mobilization divisions of N.S.S., 632-33.
mobilization operations reviewed by Minister of Labour, 1761.
call-up of men discharged from armed forces (who have not served outside Canada), 135.
postponement order granted to "War Industry Reservists", 136.
proof of compliance with regulations no longer required of applicants for unemployment insurance benefit, 1278.
revocation of order requiring compliance of applicants for unemployment insurance with regulations, 1349, 1355.
check-up at border points of men requiring permission from mobilization board, 136; results of check-up, 136-37.
amendment *re* medical examination of discharged naval and air force personnel subject to call-up for army training, 269, 352.
removal of restrictions on Canadians playing professional hockey in United States, 1422.

National War Labour Board (Canada):

appointment of Mr. Justice D. A. McNiven as Alternate Chairman, 1414.
tabular report on wage statistics—salaries and wages, index numbers of employment and wage rates, 646; applications for wage increases, cost-of-living bonus, vacation-with-pay, welfare, and incentive plans, 647.

National War Labour Board (Canada)—Con.

statistical statement by Minister of Labour on types of applications received by national and regional boards from November 15, 1941, to September 30, 1945, 1766.
policy on two weeks' vacation with pay, 127.
action in regard to 40-hour week plan of Lever Brothers Limited, 272-73.
summary of decisions, 25, 140, 274, 459, 648, 817, 952, 1106.
decisions of Board re:—
Bedeaux form of incentive pay, 824.
bonus plans—cost-of-living, 140, 141, 147-48, 275, 653, 655, 656; incentive production, 30, 31, 459, 649, 651, 652, 824, 1112, 1449, 1631; shift work, 280, 459, 954, 960, 1108, 1782; voluntary bonus plan, 469, 1778, 1781; service bonus, 1783.
certain classifications, 466, 654, 657, 662, 818, 820, 822, 826, 956, 959, 960, 1106, 1118, 1311, 1312, 1313, 1451, 1453, 1628, 1638, 1782, 1783, 1786.
cost-of-living bonus, 140, 141, 147-48, 275, 653, 655, 656.
equal pay, 141-42, 278-79, 953, 1114, 1784.
group life insurance plan, 1785.
guaranteed employment, 1454, 1779.
holidays (statutory), 143, 278, 283, 660, 661, 1115-16, 1778, 1781, 1783, 1785.
hours of labour, 30-31, 32-33, 144, 146, 275, 280, 470, 650, 652, 817, 1108, 1113, 1115-16, 1312, 1316, 1632, 1634, 1779, 1785.
incentive production bonus, 30, 31, 649, 651, 652, 824, 1112, 1631.
incentive wage plans, 30-31, 459, 649, 651, 824, 1112, 1452, 1455, 1456, 1631.
insurance plan (sickness and accident), 1785.
night shift differential, 142, 278, 655, 819, 1111, 1313, 1451, 1457, 1633, 1638, 1783.
night shift premiums, 1313, 1451, 1638, 1783.
occupational classifications, 141-42, 274, 276, 277, 278, 278-79, 281, 282, 284, 461, 465, 467-68, 471, 473, 654, 657, 662, 826, 956, 957, 959, 960, 1311, 1314, 1315, 1450-51, 1454, 1629, 1630, 1637, 1781, 1783-84.
overtime, 26, 27, 30-31, 32-33, 33, 143, 145, 146, 278, 280, 283, 462, 464, 470, 472-73, 650, 652, 655, 826, 954, 1108, 1109, 1111, 1112, 1113, 1312, 1314, 1316, 1317, 1632, 1634, 1635, 1638, 1785.
overtime premiums, 26, 30, 650, 652, 819, 826, 954, 1109.
premium pay for off-shift work, 954, 960, 1109, 1110, 1111, 1116-17, 1785.
severance pay, 1785.
shift periods, 144, 280, 470, 819, 954.
shift work bonus, 280, 459, 954, 960, 1108, 1781, 1783.
sick benefits, 148-49.
sick leave plans, 1633, 1785.
superannuation plans, 148-49.
vacations with pay, 27, 33, 143, 146, 148, 148-49, 150, 151, 278, 279, 280, 283, 471, 651, 653, 655, 660, 824, 824-25, 954, 1108, 1109, 1115-16, 1117, 1315, 1317, 1635, 1638, 1779, 1783, 1785.
voluntary bonus plan, 469.
workmen's compensation, 143, 278.

National War Labour Board (Canada)—Con.

- conference of chief executive officers of War Labour Boards, 450.
criticism of C.C.C.L., 644; of C.C. of L., 641, 643.
amendments in Wartime Wage Control Order recommended by T. and L.C., 637, 638.

DECISIONS OF BOARD:

- Abitibi Power and Paper Company, Limited, Toronto, 1777.
Abrasive Company of Canada, Arvida, Limited, and the International Union of Abrasive Employees (A.F. of L. Local 23737), 660.
Advance Lumber Company, Limited, Lethbridge, 660.
Algoma Central and Hudson Bay Railway Company, and Federated Railway Shop Trades, 1628.
Algoma Steel Corporation, Limited, and International Association of Machinists (Lodge 485), 283, 823.
Algoma Steel Corporation, Limited, and United Steelworkers of America (Local 2251), 467, 822.
Aluminum Company of Canada, Limited, and Le Syndicat National des Employés de l'Aluminum d'Arvida, Inc., 461.
Aluminum Company of Canada, Limited, and Le Syndicat National des Employés de l'Aluminum Inc. de Shawinigan Falls, 460.
Aluminum Goods, Limited, Toronto, and Employees' Council, 648.
Amalgamated Electric Corporation Limited, Toronto, and United Electrical Radio and Machine Workers of America (Local 514), 1631.
American Can Company, Limited, Vancouver, and United Steelworkers of America (Local 2821), 1783.
American Dairy Lunch Company, Limited, and Hotel and Restaurant Employees' Union (Local 269), 819.
Anaconda American Brass Company, Limited, and New Toronto Brass and Copper Workers' Union (Local 811), 1785.
Asbestos Corporation Limited, and Canadian Johns-Manville Company, Limited, and La Fédération Nationale Catholique des Employés de l'Amiante, Inc., 1638.
Bakelite Plastics Division, Carbide and Carbon Chemicals, Limited, Toronto, and Local 512, United Electrical Radio and Machine Workers of America, 1782.
Barrymore Cloth Company, Limited, Toronto, and National Union of Textile Workers (Local 15), 280.
Bell Thread Company, Limited, Hamilton, and Canadian Thread Makers' Union, 954.
Boeing Aircraft of Canada, Limited, Vancouver, and International Association of Machinists (Local 756), 464.
Boot and Shoe Manufacturers of the Province of Quebec and La Fédération Nationale du Cuir et de la Chaussure du Canada, Inc., and the Boot and Shoe Workers' Union, 27.
S. F. Bowser Company, Limited, Toronto, and United Steelworkers of America (Local 2901), 817.
British American Oil Company, Limited, and Local No. 3, National Union of Petroleum Workers, 1781.

National War Labour Board (Canada)—Con.**DECISIONS OF BOARD—Con.**

- B.C. Electric Railway Company, Limited, and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, 25, 31.
B.C. Motor Transportation, Limited, Vancouver, and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America (Division 101), 656, 1118.
British Columbia Packers, Limited, Canadian Fishing Company, Limited, Nelson Brothers Fishery, Limited, Nootka-Banfield Company, Limited, and Fish Cannery Reduction Plant and Allied Workers' Federal Union No. 89, 32.
James Brookes Woodworking Company, Limited, New Westminster, and British Columbia Woodworkers' Union (Local No. 2), 464.
Brotherhood of Painters and Decorators, Sydney, and various contractors, 471.
Builders' Exchange, Inc., and Building and Construction Trades Council of Montreal and vicinity, 275, 1779.
Burns and Company, Limited, Edmonton, and United Packinghouse Workers of America (Local 233), 1115.
Burrard Dry Dock Company, Limited, North Vancouver, and Sheet Metal Workers' International Association (Local 280), 959.
Butterfly Hosiery Company, Limited, and l'Association du Bas façonné de Drummondville, 469, 650.
Campbell Soup Company, Limited, New Toronto, 1315.
Canada Electric Castings Limited, Orillia, and United Electrical, Radio and Machine Workers of America (Local 511), 1314.
Canada Packers Limited, Peterborough, and United Packinghouse Workers of America (Local 210), 1110.
Canada Packers, Limited, Saint John, 1781.
Canada Packers, Limited, Saskatchewan, 957.
Canada Packers, Limited, Toronto, and United Packinghouse Workers of America (Local 114), 1111.
Canada Steamship Lines, Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, 649, 1637.
Canada Steamship Lines, Limited, Quebec, Montreal, Toronto, Hamilton, Sarnia-Point Edward, Windsor, Port Arthur, Fort William, and waterfront freight handlers, checkers, coopers, etc., 150.
Canadian Automotive Trim, Limited, Windsor, and United Automobile, Aircraft and Agricultural Implement Workers of America, 1315, 1316.
Canadian Bank Note Company, Limited, and Ottawa Plate Printers' Union (Local 6), 824.
Canadian Car and Foundry Company (Plant), and United Automobile Workers (C.I.O., Local 397), 277.
Canadian Industries Limited, Windsor, and United Automobile Workers of America (Local 195), 960, 1109.
Canadian John Wood Manufacturing Company, Limited, and Service Station Equipment Company, Limited, and United Steelworkers of America (Local 3062), 1778.

National War Labour Board (Canada)—Con.

DECISIONS OF BOARD—Con.

- Canadian Liquid Air Company, Limited, Vancouver, and Boilermakers and Iron Shipbuilders' Union of Canada (Local No. 1), 954.
- Canadian Marconi Company and Commercial Telegraphers' Union, Canadian Marconi System (Division No. 59), 1630.
- Canadian National Railways and Canadian Brotherhood of Railway Employees and Other Transport Workers (Dining and Sleeping Car Employees), 652.
- Canadian National Railways and Canadian Pacific Railway Company, and freight handlers, etc., at Montreal Wharf, 148.
- Canadian Oil Companies, Limited, and National Union of Petroleum Workers (Local No. 1), 655.
- Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (Dining Car Service employees), 472.
- Canadian Pacific Railway Company, Port McNicoll, and hourly-rated freight handlers, etc., 150.
- Canadian Pacific Railway Company, West Saint John, and freight handlers, etc., 151.
- Canadian Vickers, Limited (Aircraft Division), Fairchild Aircraft, Limited, and Noorduy Aviation, Limited, and Montreal Aircraft Lodge 712 of the International Association of Machinists, 282.
- Central Aircraft, Limited, and Canadian Aircraft Workers' Association (Local No. 2), 281.
- Chateau Cheese Company, Ottawa, and National Union of Cheese Processors (Local No. 1), 1457.
- Chow Gooye, Prince Rupert, 1316.
- Citadel Brick, Limited, Boischatel, and Brick Workers' Federal Union No. 103, 283.
- Various coal mining companies of Nova Scotia and New Brunswick, 143.
- Colgate-Palmolive-Peet Company, Limited, Toronto, and Employees' Council, 1112.
- La Compagnie du Telephone Saguenay-Quebec and Le Syndicate National des Employes du Telephone de Saguenay, Inc., 1628.
- Consolidated Optical Company, Limited, Belleville, and United Automobile, Aircraft and Agricultural Implement Workers of America (Local 426), 1313.
- Continental Paper Products, Limited, and Le Syndicat National des Travailleurs de l'Industrie du papier faconne d'East Angus, Inc., 30.
- Courtaulds (Canada) Limited, Cornwall, 956.
- H. R. Crockett, Limited, Summerside, 955.
- Crow's Nest Pass Coal Company, Limited, Fernie; West Canadian Collieries, Limited, Hillcrest; Mohawk Collieries, Limited, Bellevue; McGillivray Creek Coal and Coke Company, Limited; International Coal and Coke Company, Limited, Coleman; and Western Canada Firebosses' Association, District No. 1, 1454.
- Defence Industries, Limited, Ajax, and United Electrical Radio and Machine Workers of America (Local 521), 470.
- Dillons Chemical Company, Limited, 469.
- Dominion Bridge Company, Limited (Calgary Rolling Mill Department) and Rolling Mill Employees' Union No. 23180 A.F. of L., 1637.

National War Labour Board (Canada)—Con.

DECISIONS OF BOARD—Con.

- Dominion Bridge Company, Limited, Toronto, and United Steelworkers of America (Local 2808), 660.
- Dominion Engineering Works, Limited, Longueuil and Lachine plants and Lodges 1596-1660 of the International Association of Machinists, 28.
- Dominion Paper Box Company, Limited, and Alex. Donaldson, 26.
- Dominion Rubber Company, Limited, Kitchener, and United Rubber Workers of America (Local 80), 1453.
- Dominion Rubber Company, Limited, Montreal, and Synthetic Rubber Workers' Union (Local 78), 1109.
- Dominion Steel and Coal Corporation, Limited, and United Steelworkers of America (Local 1064), 820, 955.
- Dominion Textile Company, Limited, and La Federation Nationale Catholique du Textile, Inc. and Le Syndicat des Ouvriers Catholiques du Textile des Magog, Inc., 1118.
- Dominion Textile Company, Limited, Montreal, and United Textile Workers of America (Local 102), 1450.
- Dominion Textile Company, Limited, and Le Syndicat Catholique du Textile de Montmorency, Inc., 1451.
- Donnell and Mudge, Limited, New Toronto, and International Fur and Leather Workers' Union (Local 330), 1778.
- Drumheller Coal Operators' Association, Drumheller, and National Union of Firebosses (Local 1), 1455.
- Duclos and Payan, Limited, and Le Syndicat National des tanneurs et corroyeurs de St. Hyacinthe, 952.
- Eastern Canada Stevedoring Company, Halifax, and freight handlers, etc., 150.
- Eastern Car Company, Limited, Trenton, and United Steelworkers of America (Local 1231), 650.
- Eastern Furniture, Limited; J. W. Kilgour and Bro. Limited; Montmagny Furniture, Limited; and Edouard Ouellet, Limitee; and Les Syndicats Nationaux Catholiques des Travailleurs du meuble de Victoriaville, Coaticook, Montmagny and Daveluyville, 953.
- Eddy Match Company, Limited, and Canadian Splint and Lumber Corporation, Limited, Pembroke, and United Brotherhood of Carpenters and Joiners of America (Locals 2823 and 3175), 465.
- Electric Auto-Lite, Limited, Sarnia, and United Automobile, Aircraft and Agricultural Implement Workers of America (Local 456), 824.
- Fahralloy Canada Limited, Orillia, and United Electrical, Radio and Machine Workers of America (Local 511), 1314.
- Fairchild Aircraft, Limited, Longueuil, and International Association of Machinists (Montreal Aircraft Lodge 712), 459.
- Famous Players Canadian Corporation and Motion Picture Projectionists' Union (Local 302), Calgary, 33.
- Federal Association of Taxicab Owners, Inc., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (Local 488), 817.

National War Labour Board (Canada)—Con.DECISIONS OF BOARD—*Con.*

- Federal Wire and Cable Company, Limited, Guelph, and United Steelworkers of America (Local 3021), 1633.
- Ford Motor Company of Canada, Limited, Windsor, and United Automobile, Aircraft and Agricultural Implement Workers of America (Local 200), 1312.
- Forest Products Industries—Coast Region British Columbia and International Woodworkers of America, District Council No. 1, 1117.
- Fowler's Canadian Company Limited, Hamilton, and United Packinghouse Workers of America (Local 188), 1627.
- Gainers Limited, South Edmonton, and Federal Union of Packing Plant Employees (Local 78), 1112.
- Gair Company of Canada, Limited, and International Brotherhood of Paper Makers, 824.
- Gatineau Power Company; Gatineau Electric Light Company, Limited; and Gatineau Transmission Company; and International Brotherhood of Electrical Workers (Local B-1039), 1629.
- General Motors of Canada, Limited, and UAW-CIO, 657.
- General Steel Wares, Limited, Montreal, and United Steelworkers of America (Local 2847), 278.
- Goderich Organ Company, Limited, and United Brotherhood of Carpenters and Joiners of America (Local 2622), 1454.
- Goderich Salt Company, Limited, and Local 23736, A.F. of L., 1634.
- Messrs. Gowling, McTavish and Watt, Ottawa, 1778.
- Grand Trunk Pacific Development Company, Limited (Prince Rupert Drydock and Shipyard), and certain unions, 147.
- Greater Vancouver Plastering and Lathing Association and the Operative Plasterers' and Cement Finishers' International Association (Local 779), 473.
- Guelph Carpet and Worsted Spinning Mills, Limited, and National Union of Textile Workers (Local 10), 1456.
- Hamilton *Spectator* and Hamilton Typographical Union (No. 129), 140.
- Hammond Cedar Company, Limited, and International Woodworkers of America (Local 1-367), 141.
- Harry Hayley and Ottawa General Workers' Union (Local No. 1, C.C. of L.), 144.
- John T. Hepburn, Limited, Toronto, and United Steelworkers of America Locals 3335 and 3358), 1313.
- Hilton Brothers, Limited, Winnipeg, 651.
- Houde, Laroche and Company, Limited, and Le Syndicat Catholique National du vetement de Ste. Croix de Lotbiniere, Inc., 282.
- Hudson's Bay Company, Vancouver, 274.
- Hurst Engineering and Construction Company, Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Winnipeg, 820.
- Industrial Union of Marine and Shipbuilding Workers of Canada (Locals 1, 2 and 3) and the Canadian Congress of Labour, and various shipbuilding companies in the Maritime provinces, 466.

National War Labour Board (Canada)—Con.DECISIONS OF BOARD—*Con.*

- Ingersoll Machine and Tool Company, Limited, Ingersoll, and United Steelworkers of America (Local 2918), 470.
- John Inglis Company, Limited, Toronto, and United Steelworkers of America (Local 2900), 461.
- International Harvester Company of Canada, Limited, Hamilton, and United Steelworkers of America (Local 2868), 1116.
- International Malleable Iron Company, Limited, Guelph, and United Steelworkers of America (Local 3000), 656, 1106.
- Johnson's Company and Canadian Union of Asbestos Workers (Local No. 6), 1638.
- Kelsey Wheel Company, Limited, Windsor, and United Automobile, Aircraft and Agricultural Implement Workers of America (Local 195), 1316.
- William Kennedy and Sons, Limited, Owen Sound, and United Steelworkers of America (Local 2469), 662.
- Keystone Shingles and Lumber, Limited, New Westminster, and International Woodworkers of America (Local 1-357), 1449.
- La Compagnie du Telephone Saguenay-Quebec and Le Syndicat National des Employes du Telephone de Saguenay, Inc., 1628.
- Hector Lamontagne, Inc., Montreal, and J. A. Dumais, 649.
- Leland Electric Company, Limited, and United Electrical, Radio and Machine Workers of America, Local 508, 1784.
- Lever Brothers, Limited, and International Chemical Workers' Union (Local 23623), 30.
- Levis Latourneau, Limoilou, and Clement Picard, 469.
- Liquid Carbonic Canadian Corporation Limited, Toronto, 826.
- C. Lloyd and Son, Wingham, and National Union of Woodworkers (Local No. 3), 655.
- Harry Mallory, Saint John, and United Brotherhood of Carpenters and Joiners of America (Local 840), 468.
- J. C. Malone and Company, 30.
- Manitoba Steel Foundries, Limited, Selkirk, and International Moulders and Foundry Workers' Union of North America (Local 402), 653.
- Maritime Steel and Foundries, Limited, New Glasgow, and United Steelworkers of America (Local 3172), 280.
- Master Electricians' Association of Toronto and International Brotherhood of Electrical Workers (Local 353, A.F. of L.), 1634.
- Mastercraft Machine Products, Limited, 826.
- McKee Moving and Storage Company, Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Division No. 189), 1107.
- McKinnon Industries Limited, St. Catharines, and United Automobile, Aircraft and Agricultural Implement Workers of America (Local 199), 1313.
- Metropolitan Life Insurance Company, 661, 1628.

National War Labour Board (Canada)—Con.

DECISIONS OF BOARD—Con.

- Robert Mitchell Company, Limited, and United Steelworkers of America (Local 2830), 1452.
- Modern Packers Limited, and Montreal Packing Plant Employees' Federal Union (Local 66), 959.
- Modern Press, Limited, and Saskatoon Typographical Union No. 663, 146.
- Modern Tool Works, Limited, Toronto, 954.
- Montreal Hardware Manufacturing Company, Limited, and United Steelworkers of America (Local 3514), 1635.
- Montreal Tramways Company and Canadian Brotherhood of Railway Employees and Other Transport Workers, 462, 818.
- Moose Jaw Cartage Company, Limited, and Union Transfer and Storage Company, Limited, Moose Jaw, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Division No. 197), 1107.
- Moose Jaw Co-operative Society, Limited, and the Moose Jaw Wholesale and Retail Workers' Union, 1312.
- Mortgage and Discount Corporation of Canada, 145.
- Mount Pleasant Undertaking Company, Limited, Nunn and Thomson, Roselawn Funeral Directors, G. W. Hamilton Undertaking Company, Limited, S. Bowell and Son, and Embalmers' and Undertakers' Assistants (Local 23374), 1632.
- Mueller Limited, Sarnia, and United Automobile Workers of America (Local 456), 661.
- National Aniline and Chemical Company, Limited, Toronto, 281.
- National Association of Master Plumbers and Heating Contractors of Canada and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada (Local 46), 1786.
- National Railway Munitions Limited, and International Association of Machinists (Lodge No. 1768), 654.
- National Steel Car Corporation, Limited, and United Steelworkers of America (Local 2352), 953.
- Neon Products of Western Canada, Limited, Vancouver, 146.
- Norman Laboratories, Limited, Vancouver, 1312.
- Northern Public Service Corporation and Winnipeg Heating Company, Limited, and the Winnipeg Central Labour Council (OBU), 957.
- Norton Company, Niagara Falls, and International Chemical Workers' Union (Local 154), 1315.
- Oil Well Supply Company, Calgary, 144.
- Old Sydney Collieries, Limited, and UMWA, District 26, 144.
- Oshawa Railway Company and Division 1255 of Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, 277.
- Otao Limited, Orillia, 1453.
- Ottawa Dairy Company; Producers Dairy Limited; Clark Dairy Limited; and Central Dairies Limited; and National Union of Stationary and Operating Engineers (Local No. 1), 1635.

National War Labour Board (Canada)—Con.

DECISIONS OF BOARD—Con.

- Ottawa Electric Railway Company and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America (Division No. 279), 148.
- Pacific Mills, Limited; Northern Coast Timber Company, Limited; J. R. Morgan, Limited; and Kelley Logging Company, Limited; and the International Woodworkers of America (Local 171), 1779.
- Painting and Decorating Contractors (Toronto Chapter), and Brotherhood of Painters, Decorators and Paperhangers of America (Locals 557, 864, 1080 and 1003), 1786.
- Various paper box companies and the Joint Committee of the Paper Box Industry of the Province of Quebec, 1636.
- Various paper companies in Ontario, and employees, 1633.
- Park Steamship Company, Limited, and the Canadian Seamen's Union, 1635.
- Parke, Davis and Company, and the Canadian Pharmaceutical and Chemical Employees' Union, 28.
- Phillips Electrical Works, Limited, Brockville, 27.
- Picardy Candy (Saskatchewan) Limited, Regina, and Hotel and Restaurant Employees and Beverage Dispensers' Local 829, 1317.
- Powell River Company, Limited; Pacific Mills Limited; British Columbia Pulp and Paper Company, Limited; and Sorg Pulp Company, Limited; and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and International Brotherhood of Paper Makers, 1457.
- Price Brothers and Company, Limited, and La Federation Nationale Catholique de l'Industrie du Bois du Canada, Inc., 1776.
- Prince Albert Manufacturing Company, Limited, and Prince Albert Woodworkers' Union, 958.
- Prince Rupert Drydock and Shipyard Company (Grand Trunk Pacific Development Company, Limited), and various local unions in shipbuilding industry, 1108.
- Procter and Gamble Company of Canada, Limited, Hamilton, 142, 1111.
- Prudential Insurance Company of America, Calgary, 649.
- Purity Flour Mills, Limited, and Federal Union No. 23736, 1783.
- Quebec Railway Light and Power Company and the Brotherhood of Railway Carmen of America (Lodge 662), 1777.
- Regina Sash and Door Company, Limited, and National Union of Woodworkers (Local No. 7), 958.
- Reliance Industries, Limited, 26.
- Retail Merchants' Association of Canada, Inc. (Fur Section), and International Union of Quebec Fur Workers (Local 68), 1115.
- Retail Merchants' Association of Canada, Inc. (Fur Division), and National Clothing Workers' Union Inc., 147.
- Richardson Radio Company, Weston, and Robert Bolton, 470.

National War Labour Board (Canada)—Con.

DECISIONS OF BOARD—Con.

- John Ritchie Company, Limited (Quebec) and l'Union Protectrice des Travailleurs en Chaussures de Quebec, Inc., 29.
- Sandwich, Windsor and Amherstburg Railway Company, Windsor, and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America (Division 616), 657.
- Saskatoon Cartage and Warehouse Company, and Canadian Brotherhood of Railway Employes and Other Transport Workers (Division No. 189), 1107.
- Schofield Paper Company, Limited, Saint John, 1452.
- Messrs. Seligman and Latz, New York, 141.
- Slingsby Manufacturing Company, Limited, Brantford, 1449, 1454.
- Small Arms, Limited, Long Branch, and Local 519, United Electrical, Radio and Machine Workers of America, 284.
- Socony-Vacuum Exploration Company, 651.
- Spruce Falls Power and Paper Company, Limited, Kapuskasing, 471, 1782.
- Standard Woodenware Manufacturing Company, and Le Syndicat Catholique National du bois ouvre de Lyster, Inc., 825.
- Steel Company of Canada, Limited, and United Steelworkers of America (Local 1005), 275, 279.
- E. S. Stephenson and Company, Limited, Saint John, and Industrial Union of Marine and Shipbuilding Workers of Canada (Local No. 3), 465.
- Swift Canadian Company, Limited, and Federal Union of Packing Plant Employees (Local 78), 1113.
- Swift Canadian Company, Limited, Toronto, and United Packinghouse Workers of America (Local 208), 1110.
- Sydney and Louisburg Railway Company, and International Association of Machinists (Local 684), 654.
- Temiscouata Railway Company, and Canadian Brotherhood of Railway Employees and Other Transport Workers, 824.
- Terreau and Racine, Limitee, Quebec, P.Q., and International Moulders and Foundry Workers' Union of North America (Local 74), 1116.
- Thorold Pulp Company, Limited, Thorold, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers (Local 84), 471.
- Timmins New Method Laundry Limited, and Timmins General Workers' Union, 1633.
- Toronto Builders Exchange and the Building and Construction Trade Council of Toronto and vicinity, 1786.
- Toronto Chapter of Painting and Decorating Contractors and Brotherhood of Painters, Decorators and Paperhangers of America (Locals 557, 864, 1080 and 1003), 1786.
- Toronto Transportation Commission and Canadian Electrical Trades Union (Branch No. 1), 470.
- Truscon Steel Company of Canada, Limited, Windsor, and United Automobile Workers of America (Local 195), 1451.
- Twentieth Century-Fox Corporation, Toronto, 956.

National War Labour Board (Canada)—Con.

DECISIONS OF BOARD—Con.

- Various coal mining companies of Nova Scotia and New Brunswick, 143.
- Various paper box companies and the Joint Committee of the Paper Box Industry of the Province of Quebec, 1636.
- Various paper companies in Ontario, and employes, 1633.
- Victory Textiles, Inc., Montreal, 281.
- Messrs. Weiller and Williams Company, Limited, Saskatoon, 27.
- Western Grocers, Limited, Regina, and Canadian Distributors' Union (Local No. 1), 145.
- Whitmoyer Laboratories Limited, Yarmouth, 1785.
- Windsor Master Plumbers' Association and United Association of Plumbers and Steamfitters of the United States and Canada (Local 552), 1115.
- Windsor Utilities Commission and International Brotherhood of Electrical Workers (Local 911), 1451.
- Winnipeg Electric Company, 818.
- Woodland Dairy Limited, Edmonton, 823.

National War Labour Board (U.S.A.):

- analysis of rulings on union demands, 1610.
- direction of Board *re* deduction of fine from wages of "wildcat" strikers (U.R.W.A.), 129.
- decision *re* "escape periods" in maintenance-of-membership agreements, 9.
- awards extended vacation with pay to woodworkers' union, 1085.
- recommendation *re* study of guaranteed annual wage, 451.
- limitation of wage increases recommended in report on wages and the cost of living, 452.
- recommendation of National Conference on Labour Legislation, 200.

Nationalization:

Canada—

- C.C. of L. requests government ownership and control of all radio broadcasting, 642; government ownership and operation of merchant marine, 642; expansion of social ownership, 640.

United Kingdom: public ownership in certain industries recommended in post-war policy of trade unions, 8.

Natural Resources:

Ont.—

- labour representation on proposed Forest Resources Commission sought by T. and L.C., 253.

United Kingdom: recommendations of T.U.C. in report on post-war policy of trade unions, 8.

Navigation:

See Shipping.

Navy:

See Royal Canadian Navy.

New Zealand:

- annual report of Rehabilitation Board, 1681.
- review of wartime price control regulations, 600.

Newsprint:

- Canada—
action of W.P.T.B. in regard to, 1098.
analysis of production and exports of wood pulp and newsprint, 540.

Nickel:

- Canada—
output recorded in review of war production, 11, 12.
rescission of orders authorizing employment of women in mining occupations, 1603.

Night Shifts:

See Shifts.

Noble, John, Trades and Labour Congress of Canada:

- remarks as delegate to annual conference of T.U.C., 1595.

Nurseries:

- N.S.—
establishment of day nurseries recommended by C. C. of L., 934.
Ont.: establishment of additional day nurseries in Toronto and Hamilton, 261-62.

Nurses:

- Canada—
measures adopted to meet nursing shortage discussed at meeting of N.S.S. Administration Board, 251-52.
issuance of labour exit permits to student nurses restricted by N.E.S., 1083.
Ont.: number of graduate nurses employed in industry, as shown in annual report of Department of Health, 784; establishment of industrial nurse-consulting service under Division of Industrial Hygiene, Department of Health, 784.

Occupational Classifications:

- Canada—
recommendation of chairman of Royal Commission on Veterans' Qualifications re educational and occupational training of service personnel, 796; recommendation contained in interim report of Commission, 940.
decisions of N.W.L.B. re wage rates, 141-42, 274, 276, 277, 278, 278-79, 281, 282, 284, 461, 465, 467-68, 471, 473, 654, 657, 662, 826, 956, 957, 959, 960, 1311, 1314, 1315, 1450-51, 1454, 1629, 1630, 1637, 1781, 1783-84.
referred to in reports of Boards of Conciliation under W.L.R.R., 311, 491.
Que.: observation of various types of occupations as part of school's vocational guidance program, 128.

Occupational Hazards:

- U.S.A.—
advisory standards of Department of Labour re wartime employment of juveniles in pulp and paper industry, textiles industries, foundries, and on railroads, 727.

O'Connor, Mr. Justice G. B., Chairman, Wartime Labour Relations Board:

- on resignation of W. H. Browne from W.L.R.B., 129.

Office Buildings:

See Factories.

Office Workers:

- Man.—
new regulations under Minimum Wage Act, 771.

On-the-Job-Training:

- activities under C.V.T., 519, 1123, 1344, 1542, 1683, 1829.

Ontario Farm Service Force:

See Farm Service Force.

Orders in Council:

- P.C. 20/6173 (re veterans' preference in Civil Service appointments), 1697.
P.C. 26/1647 (proposed agreements with non-Canadian governments re compensation to merchant seamen), 765.
P.C. 26/2969 (restoration of salary increases to certain government employees), 914.
P.C. 50/9555 (employment of members of Canadian Army on Active Service), 101.
P.C. 53/505 (income tax adjustments for certain persons engaged in essential war work), 191.
P.C. 119/2595 (rescinded), 191.
P.C. 127/1111 (payment of compensation to salt-water fishermen and personnel of Merchant Navy for loss of effects through enemy action), 352.
P.C. 148/5045 (amendment re compensation for seamen's loss of effects), 1349.
P.C. 186/1981 (workmen's compensation for disabled veterans), 1530.
P.C. 205/45 (increased cost-of-living bonus for government employees), 773.
P.C. 206/45 (increased rates of remuneration for government employees), 773.
P.C. 213/185 (pension benefits to female members of armed forces), 191.
P.C. 307/4753 (payment of workmen's compensation to pensioned disabled veterans), 1530.
P.C. 342/5720 (amendment in Merchant Seamen War Service Bonus Order), 1530.
P.C. 496/45 (new regulations under Old Age and Blind Persons' Pensions Act), 773.
P.C. 723/45 (holidays with pay to employees of Public Service), 917.
P.C. 77 (text of regulations under Reinstatement in Civil Employment Act), 133.
P.C. 331 (amendment in Post-Discharge Re-establishment Order re university courses), 192.
P.C. 450 (amendments in War Service Gratuity Regulations), 194.
P.C. 496 (retention of trained key workers in munitions industry), 136.
P.C. 655 (amendment in Wartime Wages Control Order), 125.
P.C. 690 (reduction in membership of national W.L.R.B.), 353.
P.C. 692 (transportation of agricultural workers), 269, 352.
P.C. 944 (medical examination of naval and air force personnel), 269, 352.
P.C. 1003 (amendments requested by T. and L.C.), 636, 638, 799 (correction).
P.C. 1388 (Dominion-provincial agreements re vocational training of persons referred by U.I.C.), 1023.

Orders in Council—Con.

- P.C. 1388 (provincial agreements under Vocational Training Co-ordination Act provide financial assistance in training of persons for gainful employment), 527-28.
- P.C. 1415 (amendments in N.S.S. Civilian Regulations—lay-off procedure; appeals to Courts of referees; compulsory direction to agriculture), 456-58.
- P.C. 1648 (agreements for payment of vocational training programs), 1023.
- P.C. 1648 (provincial agreements under Vocational Training Co-ordination Act provide financial assistance for development of vocational training), 526.
- P.C. 1996 (workmen's compensation for government employees outside Canada), 766.
- P.C. 1997 (payment of workmen's compensation to employees of Crown companies and persons serving without remuneration), 766.
- P.C. 2486 (establishment of Royal Commission on Services Trades), 726, 765.
- P.C. 2796 (consolidation of N.S.S. Civilian Regulations), 625.
- P.C. 2971 (allowance payable to veterans' child during schooling up to 19 years of age), 914.
- P.C. 3164 (rescission of restrictions on teachers), 625.
- P.C. 3165 (extension of Dominion-provincial agreements providing financial assistance for vocational training projects), 875.
- P.C. 3211 (purchase of equipment required by C.V.T. from War Assets Corporation), 875.
- P.C. 3212 (provisions of Public Building Safety Act), 1351.
- P.C. 3227 (payment of special bonus to merchant seamen), 913.
- P.C. 3244 (temporary masters' certificates for certain cargo ships), 914.
- P.C. 3632 (new regulations under Canada Shipping Act), 1206.
- P.C. 3671 (application in Canada of draft conventions and recommendations of I.L.O.), 801-802.
- P.C. 4020 (amendments *re* investigation of disputes in transition period), 1603.
- P.C. 4092 (rescission), 1205-6.
- P.C. 4154 (revocation of amended Order governing Montreal Tramways Company), 1205.
- P.C. 4174 (revocation of amended order governing Montreal Tramways Company), 1205.
- P.C. 4274 (amendment in N.S.S. Civilian Regulations *re* labour exit permits), 1205.
- P.C. 4320 (veterans' preference in appointment to Civil Service), 1205.
- P.C. 4383 (establishment of Interdepartmental Committee on Rehabilitation), 1205.
- P.C. 4405 (duplication of benefits *re* family allowances), 1206.
- P.C. 4599 (amendment in Government Employees' Compensation Act), 1206.
- P.C. 4644 (appointment of Government Services Selection and Release Committee), 1205.

Orders in Council—Con.

- P.C. 4755 (provision of workmen's compensation for merchant seamen), 1347.
- P.C. 4845 (juvenile employment in coal mines), 1082, 1205-6.
- P.C. 4944 (revision of National Harbours Board pension plan), 1531.
- P.C. 5093 (family allowances regulations), 1530.
- P.C. 5209 (new designation of Regional Selective Service Advisory Boards), 1083.
- P.C. 5324 (extension in coverage of Reinstatement in Civil Employment Act), 1273.
- P.C. 5324 (application of Reinstatement in Civil Employment Act to Canadians in United Nations Forces), 1349.
- P.C. 5562 (change in unemployment insurance contribution regulations), 1359.
- P.C. 5637 (internment of Japanese), 1607.
- P.C. 5758 (proof of compliance with mobilization regulations for unemployment insurance benefit unnecessary), 1278, 1349, 1355.
- P.C. 5772 (compensation for industrial diseases to government employees), 1530.
- P.C. 5933 (extra grant to married veterans attending university), 1412.
- P.C. 5972 (prohibition of Japanese carrying firearms and explosives), 1607.
- P.C. 5973 (purchase and leasing of property by Japanese), 1607.
- P.C. 5980 (abolition of longshoremen's reserve labour pool), 1412.
- P.C. 6206 (transfer of administration of Combines Investigation Act), 1413, 1606.
- P.C. 6482 (appointment of Industrial Disputes Inquiry Commission in transition period), 1603.
- P.C. 6493 (facilities for waterfront workers), 1607.
- P.C. 6769 (members of Interim Forces under Reinstatement in Civil Employment Act), 1843.
- P.C. 6829 (revocation of order permitting employment of women in Ontario metallurgical plants), 1843.
- P.C. 7031 (revocation of order permitting employment of women in Ontario metallurgical plants), 1843.
- P.C. 7032 (rescinded), 1603.
- P.C. 8061 (amendment in unemployment insurance benefit regulations), 102.
- P.C. 8603 (rescinded), 1603.
- P.C. 8937 (appointments to Regional Selective Service Advisory Boards), 101.
- P.C. 9440 (regulations under War Service Grants Act), 101-2.
- P.C. 9505 (amendment in Wartime Salaries Order), 4-5.

Ordinance Manufacturing:**U.S.A.—**

- number of labour-management production committees in ordnance manufacture, 137.

Organized Labour:

See Trade Unions.

Overtime:

- Canada—
 provisions of agreements in pulp and paper industry, 546-47.
 decisions of N.W.L.B. *re* overtime, 26, 27, 30-31, 32-33, 33, 143, 145, 146, 278, 280, 283, 462, 464, 470, 472-73, 650, 652, 655, 826, 954, 1103, 1109, 1111, 1112, 1113, 1312, 1314, 1316, 1317, 1632, 1634, 1635, 1638, 1785.
 referred to in reports of Boards of Conciliation under W.L.R.R., 55, 301, 511, 684, 702, 1142, 1498, 1809, 1815.
- Alta.: amendment in Hours of Work Act, Male Minimum Wage Act and Female Minimum Wage Act, 1200.
- B.C.: non-adoption of Bill to amend Coal Mines Regulation Act *re* payment of time and one-half, 1204.
- Man.: schedule of rates of wages and maximum hours for public and certain private construction works, 1004-7.
- N.S.: activities of Minimum Wage Board in 1944, 1407-8.
- Ont.: new regulation under Hours of Work and Vacations With Pay Act, 1844; amendment in Act, 1698.
- United Kingdom: minimum wage rates for farm workers provided under new orders, 613.
- U.S.A.: marked increase in overtime pay noted in report of N.W.L.B., 452; demands of U.M.W.A., 453.

Pacific Mills Limited:

- plan for reinstatement of company's returned servicemen, 1415.

Packard Motor Car Company:

- representation vote *re* foremen's unions, 451.

Packing Plants:

- Canada—
 labour requirements described by Minister of Labour in review of man-power situation, 623; reviews situation during war years, 1761.

Palestine:

- review of wartime labour disputes, 1418.

Pan-American Union:

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

Paper:

- quarterly review of activities under W.P.T.B.—newsprint, paperboard simplification orders, 1098.

Part-time Employment:

- Canada—
 assistance under Dominion-provincial farm labour program (1945), 805.
 hiring of housewives for part-time employment without N.S.S. permit, 273.
- United Kingdom: contribution of women to war effort described in White Paper on mobilization of resources, 14.

Payrolls:

- Canada—
 during 1944, 907.
- B.C.: industrial payrolls (1942-44), 1740, 1742.

Peace:

- Declaration of World Trade Union Conference on Peace Settlement, 558.
 social provisions in peace settlement on agenda of 94th session of Governing Body of I.L.O., 1.
 association of I.L.O. with world peace organization affirmed in resolution adopted at 94th session of Governing Body, 556.

Canada—

- remarks of Rt. Hon. W. L. Mackenzie King, Prime Minister of Canada, on observance of V-E Day, 609.

Pearson, Hon. George S., Minister of Labour (British Columbia):

- chairman of government-labour committee appointed to study legislative proposals, 797, 941.

Pensions:**Canada—**

- pension payable to veterans' child during schooling up to 19 years of age, 914.
 order governing pension benefits for female members of armed forces, 191.
 referred to in reports of Boards of Conciliation under W.L.R.R., 53.

South Africa: old age and invalidity pensions included in proposed scheme of social security, 603-4.**U.S.A.: extension of old age insurance provisions proposed in Bill, 814.****Dominion Old Age Pensions Act—****Canada—**

- financial and statistical summary concerning old age and blind pensioners as at December 31, 1944, 425; as at March 31, 1945, 785; as at June 30, 1945, 1402; as at September 30, 1945, 1887.

- Federal Government proposals submitted to Dominion-Provincial Conference on Reconstruction, 1287; remarks of Hon. Stuart S. Garson, Premier of Manitoba, 1298.

- reduction of pensionable age recommended by C.C.C.L., 1592; other recommendations, 644.

- recommendations of C.C. of L., 642.
 more equitable and liberal system and reduction of pensionable age recommended by T. and L.C., 637; other recommendation, 1405.

Alta.: legislative recommendations of Federation of Labour, 936.**B.C.: amendment in Old Age Pensions Act, 1203; recommendations of T. and L.C., 255.****Man.: amendment in Old Age and Blind Persons' Pensions Act, 998; legislative resolution, 998; recommendations of T. and L.C., 255.****N.S.: legislative proposals of C.C. of L., 934.****Ont.: abolition of means test requested by C.C. of L., 935; recommendations of T. and L.C., 253.****Sask.: supplemental allowance to old age and blind pensioners provided under Old Age and Blind Persons' Pensions Act, 917; new regulations under Act, 773, 1002; provision of health services for recipients of pensions and their dependents, 353.**

Pensions—Con.*For Public Employees—*

Canada—

revised pension plan of National Harbours Board, 1531.

decisions of N.W.L.B. *re* superannuation plans, 148-49.

B.C.: amendments in Municipal Superannuation Act, 1203.

Man.: new by-law under Teachers' Retirement Fund Act governing teachers in armed forces, 1007.

Sask.: regulations under Teachers' Superannuation Act governing teachers in vocational training schools, 353.

Miscellaneous—

Canada—

workmen's compensation for war veterans receiving military disability pension, 1530.

reference in radio address of Minister of Labour to provision of workmen's compensation for pensioned, disabled veterans, 1087.

establishment of pension for invalid workmen urged by C.C.C.L., 1593.

Perkins, Hon. Frances, United States Secretary of Labour:

remarks at 95th session of Governing Body of I.L.O., 945.

Permits:

See Labour Exit Permits; Labour Permits.

Personnel Management:

Canada—

select list of references on job analysis and labour-management production committees in Canada, Great Britain and the United States, available in the Library of the Canadian Department of Labour, 605-8; on employment management, 242-46.

recommendations of Royal Commission on Veterans' Qualifications, 940, 1621.

United Kingdom: personnel management and welfare supervision reviewed in annual report of Factories Inspector (1943), 603.

Peru:

ratification of I.L.O. conventions *re* hours of work (industry) night work (women), right of association (agriculture), weekly rest (industry), equality of treatment (accident compensation), sickness, old age, invalidity, and survivors' insurance (industry, etc.), underground work (women), 1612.

Petroleum:

formation of international industrial committees in petroleum industry by Governing Body of I.L.O., 555.

Photography:

Canada—

recommendations of Royal Commission on Veterans' Qualifications, 1621.

Physical Fitness:

Man.—

provisions of Physical Fitness Act, 998.

Ont.: financial assistance to physical fitness projects provided under Department of Education Act, 1608.

Physicians:

Ont.—

number of full and part-time physicians employed in industry, as shown in annual report of Department of Health, 784.

Picard, Gerard, Secretary, Canadian and Catholic Confederation of Labour:

reads memorandum of Dominion legislative program, 643.

opinion *re* status of professional and scientific workers under W.L.R.R., 2.

appointment to W.L.R.B. (National), 1274.

Pilotage By-laws:

See Canada Shipping Act.

Pipe-Mechanics:

Que.—

amended provisions of Act, 1529.

Placements:

Canada—

post-war employment program outlined in White Paper on *Employment and Income*, 619.

statement of Prime Minister on placement of veterans in peacetime employment, 808-10.

monthly report on applications for employment, vacancies, and placements (with chart and tables), 95, 214, 377, 575, 748, 899, 1050, 1233, 1380, 1569, 1713, 1861.

requirements of W.B.T.P. in placement of technical employees discharged from armed forces, 127.

functions of N.E.S. in placement of veterans, 1550, 1772.

employers' plans for placement of disabled veterans, 1603-4.

placement of veterans and war workers under plans of Departmental Committee on Post-War Training, 265.

administration of Post-Discharge Re-establishment Order, 6.

placement of trainees under plan of vocational training for ex-service personnel, 1121-22.

review of manual to assist job placement of ex-naval personnel, 1608.

inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.

review of activities under Dominion-provincial farm labour program (1944), 19.

rehabilitation of disabled persons in industry—summary of paper by Supervisor of Special Placements, U.I.C., 189.

functions of veterans' placement division of the Employment Service described by Minister of Labour in review of war-time activities of the Department, 1757;

on new functions of Employment Service, 623; gives number of placements in forestry as at February, 1945, 625;

statistical statement on placements effected by employment offices during period March 30, 1945, to September 27, 1945, 1765.

co-ordination of placement agencies recommended by Deputy Minister of Labour, 1768; describes functions of Employment Service in radio address, 10-11.

Placements—Con.

Canada—Con.

remarks of Supervisor of Special Placements, U.I.C., at conference of National and Regional Employment Committees, 75.

U.S.A.: activities under farm labour program described by representatives of War Food Administration at Dominion-provincial conference, 20; placement of handicapped workers in government industrial establishments, 1447-48.

Planning and Development:

See Reconstruction.

Plant Schools:

Canada—

progress report on operation of plant schools in textile and coal mining industries, under C.V.T., 523.
number in training under C.V.T. program, 72-73.

Plumbing:

Que.—

adoption of National Plumbing Code urged by C.C.C.L., 1593.

Police:

Sask.—

order of Labour Relations Board in policemen's union case quashed, 1011-14.

Political Action:

Canada—

formation of National Political Action Committee by T. and L.C., 610.

Poll Tax:

B.C.—

abolition of poll tax urged by Federation of Labour in legislative proposal before government-labour committee, 797; recommended by T. and L.C., 255.

Ont.: abolition of municipal poll tax advocated by C.C. of L., 935.

Population:

Canada—

distribution (civilian and military) 1939-1944, 267.

United Kingdom: table on mobilization of man-power as outlined in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 16.

Post-Discharge Re-establishment Order:

amendments in order *re* post-graduate university courses for discharged personnel, 192, 1003.

supplementary university grants to ex-service personnel, 1082.

payment of benefits and grants under Order, 6, 450.

Post-War Employment:

See Employment Policy.

Post-War Intentions Survey (Canada):

undertaken by Department of Labour, 265.

Post-War Training:

Canada—

establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of veterans and war workers, 265.

Postponement Orders:

Canada—

postponement of certain essential workers—procedure reviewed in historical summary of N.S.S. Civilian Regulations, 630, 631-32.

suspension of military call-up, 803.

See also Deferments.

Potatoes:

Canada—

seasonal employment of potato workers in United States, 805.

Pre-discharge Interviews:

Canada—

veterans' employment plans, 1275, 1605.

Pre-employment:

Canada—

N.E.S. survey of opportunities for pre-employment vocational training for women, 1120.

discontinuance of most pre-employment classes for industry under C.V.T., 522.
training activities under C.V.T., 72, 183, 355, 519, 1026.

Pre-matriculation:

See Matriculation; Training.

Preferential Shop:

referred to in reports of Boards of Conciliation under W.L.R.R., 1813.

Premiums:

Canada—

references in reports of Boards of Conciliation: rate for "dirty work", 970; off-shift premiums, 1651-52.

decisions of N.W.L.B. *re* payment of overtime premiums, 26, 30, 650, 652, 819, 826, 954, 1109, 1634; night-shift premiums, 1313, 1451, 1639, 1783; premium pay for off-shift work, 954, 1109, 1110, 1111, 1116-17, 1785.

U.S.A.: marked increase in payment of overtime and other premiums noted in report of N.W.L.B., 452.

Preserves:

United Kingdom—

in regard to rationing of, 15.

Pressure Vessels:

N.B.: administration of Steam Boiler and Pressure Vessel Act by Department of Labour, 445; amended regulations under Act, 196, 1532-33, 1696.

Que.: new provisions of Public Building Safety Act, 1351.

See also Boilers.

Price Control:

Canada—

policy approved at 27th conference of I.L.O., 1748.

Federal Government proposal submitted to Dominion-Provincial Conference on Reconstruction, 1289.

developments in policy of W.P.T.B. governing wartime controls in transition period, 1088.

Price Control—Con.

Canada—Con.

continuance of price control to prevent inflation indicated by Minister of Labour in press interview, 1275.
policy reviewed by Minister of Labour, 1760.

annual report of W.P.T.B., 596-600.
review of price control operations from April to June, 1945, 1088-1100; July-September, 1945, 1883-86.
government price control policy commended by C.C. of L., 641.

New Zealand: review of wartime price control regulations, 600.

U.S.A.: protective measures against inflation urged in President's announcement of new wage policy, 1624.

Prices:

Canada—

relation of Agricultural and Fisheries Price Support Act to consumption expenditures as outlined in White Paper on *Employment and Income*, 618.

monthly statement of retail and wholesale prices of staple foods, rentals, etc., in Canada, 104, 230, 414, 587, 774, 925, 1059, 1250, 1392, 1581, 1729, 1872.

tabular report on price movements in Canada and other countries, 113, 239, 422, 595, 783, 933, 1067, 1259, 1401, 1589, 1737, 1881.

annual report (1944) of W.P.T.B., 596-600.

publication in Labour Gazette of family budget urged by C.C.C.L., 645.

See also Cost-of-living.

Printing Industry:

Canada—

Supreme Court judgment in favour of Joint Committee in printing industry under Collective Agreement Act, 1534.

Que.: Appeal Court confirms judgment dismissing complaint against company official for making false report, 1535.

Sask.: inclusion under Apprenticeship Act, 1533; regulations under Act, 1844.

Priorities (Labour):

Canada—

review of man-power situation (with chart and table) at the close of 1944, 266-69.

monthly tabular report on net labour demand in A and B priority industries, 88, 207, 370, 568, 741, 893, 1043, 1226, 1372, 1561, 1706, 1855.

re-organization of system to meet post-war requirements, 1600, 1602.

top labour priority in construction of veterans' hospitals, 1762.

discharge priorities for building trades workers in armed forces described by Minister of Labour in review of wartime activities of the Department, 1756.

top labour priority in base metal mining described by Minister of Labour in review of man-power situation, 623-24, 625; labour requirements in essential industries, 623-24.

regulations governing priority on coal deliveries in Ontario, Quebec, and Maritime provinces, 538.

amendments in N.S.S. Civilian Regulations, 455; reviewed in historical summary of regulations, 629.

Priorities (Labour)—Con.

Canada—Con.

demands of high priority industries described in radio address by Director of N.S.S., 11.

outline of origin and development given by Associate Director (priorities) at meeting of N.S.S. Administration Board, 249.

United Kingdom: measures outlined in White Paper on man-power policy in Great Britain after defeat of Germany, 270.

Prison Labour:

P.E.I.—

revised regulations under Prisoner's Act, 1841.

Prisoners of War:

Canada—

wartime employment reviewed by Minister of Labour, 1761.

statement of Minister of Labour on employment of prisoners of war in agriculture, 454.

employment at civilian work, 19, 267, 623, 624, 805, 1420.

number of prisoners of war to be released from active employment, 1275.

compensation to Canadian seamen prisoners of war for loss of personal effects, 1349.

report of Dominion-provincial western farm labour conference, 806.

Ont.: employment on farms, 449.

U.S.A.: assistance in agriculture, 20.

Private Enterprise:

Canada—

private investment as a source of post-war employment discussed in White Paper on *Employment and Income*, 617.

Government policy on labour relations in Crown companies, 257.

high employment policy of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1283; relation to maintenance of full employment emphasized by Prime Minister, 1282; remarks of Hon. T. C. Douglas, Premier of Saskatchewan, 1301; Hon. Stuart S. Garson, Premier of Manitoba, 1298.

payment of benefits under Post-Discharge Re-establishment Order to veterans awaiting returns from private enterprises, 450.

dual veteran enterprises—assistance recommended in report of Royal Commission on Veterans' Qualifications, 1622.

United Kingdom: recommendations of T.U.C. in report on post-war policy of trade unions, 8.

U.S.A.: provisions of Bill to establish full employment policy, 179.

Production:

Canada—

review (with tables) of war production record—expenditures, commitments, foreign trade (exports), and manufacturing—issued by Minister of Munitions and Supply, 11-13.

summary of report on international cartels, 1614-20.

Production—Con.**Canada—Con.**

government reconversion program outlined in White Paper on *Employment and Income*, 620.

Royal Commission on Coal continues study of coal industry, 794.

war supply requirements during 1944, 267. extracts from radio address by Director of N.S.S. on effect of man-power shortages in war industry, 10.

analysis of production and exports of wood pulp and newsprint, 540.

annual report of W.P.T.B., 596-600.

civilian production of automobiles for essential users announced by Minister of Munitions and Supply, 792.

production of munitions for United States, 127.

B.C.: curtailment in heavy production during 1944 indicated in annual report of Department of Labour, 1740.

United Kingdom: summary of White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 14-17—munitions (with table), 14-15, 17; food, 15; other consumers' goods, 15.

U.S.A.: comparative study on productivity by physically impaired and able-bodied workers, 1447-48; effect of eyestrain on production and safety revealed in report of W.P.B., 615.

See also Civilian Production; Food; War Production.

Professional Institute of Civil Service of Canada:

awards medal to general secretary of U.I.C., 943.

Professional Syndicates Act (Quebec):

amendments requested by C.C.C.L., 440.

Professional Workers:**Canada—**

public hearing of W.L.R.B. on status of professional and scientific workers under regulations, 2.

application of W.L.R.R. to professional and scientific personnel, 261.

certain income brackets under jurisdiction of Executive and Professional Employment Offices, 447.

Promotions:**Canada—**

seniority as determining factor in collective agreements in pulp and paper industry, 544.

(merit raises) referred to in reports of Boards of Conciliation, 491, 493, 1140, 1654.

Prosecutions:**Canada—**

prosecutions and convictions under N.S.S. Civilian Regulations, 6, 137, 938.

United Kingdom: tabular report on prosecutions under Factories Act in 1943, 601, 602.

Public Enterprise:**Canada—**

Government policy on labour relations in Crown companies, 257.

Public Enterprise—Con.

United Kingdom: recommendation of T.U.C. in report on post-war policy of trade unions, 8.

“Public Investment” Projects:**Canada—**

proposals of Dominion Government submitted to Dominion-Provincial Conference on Reconstruction, 1283-84; remarks of Hon. T. C. Douglas, Premier of Saskatchewan, 1301.

appointment of sub-conference to deal with proposals submitted at Dominion-Provincial Conference on Reconstruction, 1305.

Public Ownership:**United Kingdom—**

nationalization of certain industries recommended in post-war policy of trade unions, 8.

Public Service:**Canada—**

functions of National Joint Council of the Public Service of Canada, 717.

increases restored to certain government employees, 914.

new order under Government Employees' Compensation Act extends benefits to employees suffering accidents outside Canada, 766.

N.S.: recognition of organized government employees recommended by C.C. of L., 934.

Que.: modification of Public Services Employees Disputes Act re affiliation of government employees with certain outside organizations requested by C.C.C.L., 440-41.

Sask.: new order under Public Service Act restores annual holiday of 3 weeks with pay to certain employees, 917; increased cost-of-living bonus and higher minimum wage rates for government employees, 773.

U.S.A.: employment of girls under 18 on government work, prohibited, 1416.

Public Utilities:**Canada—**

recommendation of C.C.C.L. re prevention of strikes in public utilities, 644.

Ont.: extension of hydro-electric power services urged by C.C. of L., 935; opposes taxation, 935; maintenance of public hospitals as public utilities by provincial government recommended by T. and L.C., 252; opposes taxation of public utilities, 252-53.

Public Works:

application in Canada of I.L.O. Recommendation (No. 73) concerning the national planning of public works, 800-802.

international industrial committees in building industry established by Governing Body of I.L.O., 555.

Canada—

measures advocated by affiliated unions of C.C. of L. and T. and L.C., 1413.

Public Works—Con.

Canada—Con.

post-war program urged by T. and L.C., 1406.

Man.: schedule of rates of wages and maximum hours for public and certain private construction works, 1004-7.

N.B.: emergency public works program during transition period recommended by Committee on Reconstruction, 444.

Publications:

Canada—

Library of the Department of Labour—

list of references (Canada and other countries) on absenteeism; and armed forces, their civil employment and rehabilitation, 115-21.

select list of references on employment management, 242-46.

industrial relations in Canada and other countries, 441-43.

job analysis and labour-management production committees in Canada, Great Britain and the United States, 605-8.

Publicity:

Canada—

increased publicity grants by Federal Government urged by C.C.C.L., 1592.

Pulp and Paper Industry:

Canada—

analytical study of collective agreements—historical summary, 539; production and exports of wood pulp and newsprint, 540; union status, 540, 542-44; provisions of agreements and sample clauses, 541; purpose of agreements, 542; seniority, 544; hours of work, 545; overtime, 546; vacations and leave of absence, 549; wages, 550; apprenticeship, 551; safety, health and welfare, 551; mutual interest boards and joint committees, 552; discipline, suspension and discharge, 552; strikes and lock-outs, 553; grievance procedure, 553; arbitration, 554.

man-power shortages described in radio address by Director of N.S.S., 10.

union delegation to conference of Maritime Labour Institute, 1597.

U.S.A.: advisory standards of Department of Labour on wartime employment of juveniles, 727.

See also Canadian Pulp and Paper Association.

Queen's University (Department of Industrial Relations):

summary of bulletin on union security in Canada and United States, 1608.

Radio:

Canada—

government ownership and control of all broadcasting requested by C.C. of L., 642.

Man.: excessive commercial advertising condemned by T. and L.C., 255.

Railway Transportation Brotherhoods:

membership, 1309.

assistance and co-operation in formulation of departmental policies requested by Minister of Reconstruction, 620.

Railway Transportation Brotherhoods—Con.

appointment of representative to Department of Reconstruction Labour Committee, 796.

representation at World Trade Union Congress, 1.

Railways:

Canada—

increased production of railway equipment predicted in statement of Minister of Munitions and Supply, 791.

co-operation in transportation of farm workers commended by Deputy Minister of Labour, 1421.

adequate pensions and earlier retirement for railway workers advocated by T. and L.C., 638.

B.C.: representation of standard railway organizations on government-labour legislative committee, 942.

United Kingdom: English court awards damages against railway company for not providing look-out for men working on permanent way, 1846.

U.S.A.: percentage of workers employed under collective agreements, 798; advisory standards of Department of Labour re wartime employment of juveniles, 727.

See also Hours of Labour; Street Railways.

Rationing:

Canada—

Federal Government proposal submitted to Dominion-Provincial Conference on Reconstruction, 1289.

annual report of W.P.T.B., 599; action of Board in regard to meat rationing, 1883.

United Kingdom: measures reviewed in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 15.

Re-allocation of Man-power:

United Kingdom—

plan for release of munitions workers and placement in civilian industry outlined in White Paper, 270.

Reconstruction:

report on high employment in reconversion period issued by I.L.O. for submission to Paris Conference, 1445.

Declaration of World Trade Union Conference on Post-War Reconstruction, 559.

proposals on agenda of 27th session of International Labour Conference, 1085.

Canada—

policy of full employment as outlined in White Paper on *Employment and Income* reviewed by Deputy Minister of Labour in statement before 95th session of Governing Body of I.L.O., 950.

White Paper on *Employment and Income* issued by Minister of Reconstruction, 616-20.

initial proceedings of Dominion-Provincial Conference on Reconstruction, 1280-1306; Federal Government brief on industrial reconversion and disposal of surplus war assets submitted to Conference, 1290.

meetings of Co-ordinating Committee of Dominion-Provincial Conference on Reconstruction, 1745.

Reconstruction—Con.

- Canada—*Con.*
 establishment of Regional Reconstruction Councils, 620-21, 1291.
 appointment of labour representatives to Department of Reconstruction Labour Committee, 796.
 establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of veterans and war workers, 265.
 appointment of inter-departmental committee on housing, 797.
 Government encourages formation of labour-management production committees in post-war period, 2.
 Minister of Reconstruction requests co-operation of labour organizations in formulation of departmental policies, 620.
 placement of technical personnel in post-war industry, 1101.
 N.E.S. survey of opportunities for training of women for post-war employment, 794.
 survey of post-war intentions of workers made by Department of Labour, 265.
 legislative proposals of C.C. of L., 640, 1406; remarks of Minister of Reconstruction at presentation of Dominion legislative program, 643.
 legislative recommendations of T. and L.C., 1405.
 recommendations of affiliated unions of C.C. of L. and T. and L.C., 1413.
 Man.: summary of report "Town and Community Planning" prepared by Post-War Reconstruction Committee, 256; objectives of T. and L.C. in attainment of full employment, 254.
 N.B.: essential aims of post-war planning outlined in report of Committee on Reconstruction, 444.
 N.S.: summary of report of Royal Commission on Provincial Development and Rehabilitation, 1260-62.
 Ont.: recommendation of T. and L.C. *re* Planning and Development Department, 254.
 P.E.I.: provision of P.E.I. Advisory Reconstruction Committee Act, 1841-42.
 Sask.: new section under Department of Reconstruction and Rehabilitation Act *re* payment of loans, 1002.
 Australia: provisions of Re-establishment and Employment Act, 1743.
 United Kingdom: White Paper on Housing, 813; provisions of proposed Distribution of Industry Bill, 812-13; summary of Report on Post-War Organization of Private Domestic Employment, 942; provisions of proposed Bill providing for family allowances, 812; effective use of post-war leisure time planned by trade union movement, 8; post-war policy of trade unions outlined in report of T.U.C., 8.
 U.S.A.: proposals for social insurance program, 814.

Reconstruction, Department of:

- meeting with steelworkers on post-war program of United Steelworkers of America, 1079.
 co-operation of labour organizations in formulation of policies requested by Minister of Reconstruction, 620.

Reconversion:

- report on high employment in reconversion period issued by I.L.O. for submission to Paris conference, 1445.
 maintenance of high levels of employment during transition period placed on agenda of International Labour Conference at 94th session of Governing Body, 555.
 application in Canada of I.L.O. Recommendation (No. 71) concerning employment organization in transition period, 800-802.
 Canada—
 Federal Government policies for transition period outlined in brief submitted to Dominion-Provincial Conference on Reconstruction, 1289, 1290.
 assistance in reconversion and expansion of industries by Department of Reconstruction in White Paper on *Employment and Income*, 617; outline of government policy, 620.
 remarks of Minister of Munitions and Supply on plans of Canadian Industries, 791-92.
 developments in policy of W.P.T.B. governing wartime controls in transition period, 1088.
 appointment of Industrial Disputes Inquiry Commissions to investigate disputes in transition period, provided under new Order, 1603.
 recommendations of C.C. of L., 640.
 legislative recommendations of T. and L.C., 1405.
 Man.: request of T. and L.C. *re* conversion of wartime industrial plants, 254.
 United Kingdom: plan for release of munitions workers and placement in civilian industry outlined in White Paper, 270; resolution of T.U.C. *re* post-war employment, 1595-96.
 U.S.A.: government policies during transition period, 1626.

Recreation:

- Canada—
 review of booklet on "Community Centres", 1626.
 Ont.: Court holds child may not be employed in bowling alley, 128; financial assistance for physical fitness projects provided under Department of Education Act, 1608; establishment of recreational program under National Physical Fitness Act urged by T. and L.C., 253.
 United Kingdom: effective use of post-war leisure time planned by trade union movement, 8.

Red Cross Society:

See Canadian Red Cross Society.

Re-employment:

See Employment Policy; Rehabilitation.

Re-establishment:

- Canada—
 activities of the Department of Labour relating to rehabilitation of war veterans, 621.
 Australia: "re-establishment leave", "re-establishment loans", and "business re-establishment allowances", provided under Re-establishment and Employment Act, 1743.
See also Rehabilitation.

Re-establishment Credits:

Canada—

functions of Royal Commission on Veterans' Qualifications, 796; interim report of Commission, 940.

civilian credits for veterans described by Minister of Labour in review of wartime work of the Department, 1757.

function as alternative method of rehabilitation, 525.

payment of veterans' insurance premiums from re-establishment credits, 1274.

apprenticeship credits under C.V.T., 519.

establishment of committee under Vocational Training Advisory Council to advise on veterans' credits in industry and universities, 522; apprenticeship credits, 524.

Regional Employment Committees:

See Employment Committees.

Regional Reconstruction Councils:

Canada—

establishment in all provinces, 620-21.

Regional Selective Service Advisory Boards:

appointments to, 101.

change of title to Advisory Boards, Labour Department, 1083.

Regional War Labour Boards:

Canada—

statistical statement by Minister of Labour on types of applications received during period November 15, 1941, to September 30, 1945, 1766.

conference of chief executive officers of War Labour Boards, 450.

amendments in Wartime Wage Control Order recommended by T. and L.C., 637.

N.S.: appointment of V. C. MacDonald as chairman, 6.

Ont.: number of cases handled during period 1941-44 given in annual report of Department of Labour (1944), 1265; action in regard to 40-hour week plan of Lever Brothers Limited, 273.

Registration:

Canada—

progress in registration under Family Allowances Act, 271.

registration of farm labour as prerequisite to unemployment insurance discussed at Dominion-provincial farm labour conference, 21.

registration of employers and unemployed under N.E.S. recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

repeal of order under mobilization regulations, 1761.

compulsory registration of every labour union and employers' association prior to request for certification urged by C.C.C.L., 644.

P.E.I.: first registration for family allowances as proving ground for registration administration, 271.

Registration—Con.

United Kingdom: registration of disabled persons, 1609; registration of women continued during interim period between defeat of Germany and of Japan, 270.

See also Mobilization; National Registration; Unemployment Insurance.

Regulations:

See Labour Legislation; Legislation.

Rehabilitation:

report on high employment in reconversion period issued by I.L.O. for submission to Paris conference, 1445.

maintenance of high levels of employment during period of industrial rehabilitation placed on agenda of International Labour Conference at 94th session of Governing Body, 555.

proposal on agenda of 27th session of International Labour Conference, 1085.

appointment of "Committee on Overseas Education" to consider application of discharged personnel for training courses before returning to Canada, 1274.

Canada—

measures adopted for veterans' re-establishment outlined in brief of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1289.

establishment of Dominion-Provincial Occupational Rehabilitation Service proposed by Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1289.

statement of Prime Minister on placement of veterans in peacetime employment, 808-10.

radio address of Minister of Labour on re-establishment of veterans—rehabilitation program, 1086; training plans, reinstatement in civil employment, handicapped veterans, 1087; outlines post-war training program, 1023.

functions of Royal Commission on Veterans' Qualifications, 796; interim report of Commission, 940; recommendations, 1621-22.

establishment and functions of Inter-departmental Committee on Rehabilitation, 1205.

membership of Industrial Selection and Release Committees, 1077-78.

rehabilitation plan of Department of Labour, 621, 1771-73.

regulations under Reinstatement in Civil Employment Act, 131-34.

extension in coverage of Reinstatement in Civil Employment Act to include members of armed forces of the United Nations, 1273, 1349.

inclusion of members of Interim Forces under Reinstatement in Civil Employment Act, 1843.

payment of benefits and grants under Post-Discharge Re-establishment Order, 450.

amendment in Post-Discharge Re-establishment Order *re* post-graduate university courses for discharged personnel, 192, 1003.

Rehabilitation—Con.**Canada—Con.**

- number of placements under Post-Discharge Rehabilitation Order during November, 6.
- regulations under War Service Grants Act (1944), 101-2.
- employers' plans for veterans' reinstatement, 1603-4.
- veterans' employment plans revealed in pre-discharge interviews, 1275, 1605.
- measures relating to employment of ex-service personnel outlined at C.M.A. conference, 1072, 1073.
- placement of technical personnel in post-war industry, 1101, 1102.
- procedure for discharge of men from armed forces, 810-11.
- replacement of men on postponement from military training by dispensable R.C.A.F. personnel, 2.
- plan of Pacific Mills Limited for reinstatement of company's returned servicemen, 1415.
- establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of veterans and war workers, 265.
- opportunities for employment and re-establishment in agriculture of veterans and released war workers, 1605.
- training of counsellors to assist in rehabilitation of veterans, 5, 190.
- proceedings of conference of Vocational Training Advisory Council, 522-26—rehabilitation facilities of Department of Veterans Affairs, 525; procedure adopted in procuring equipment and tools for rehabilitation training, 525; enrolment for rehabilitation training under C.V.T., 523.
- activities under C.V.T. program, 72-73, 183, 519, 1126, 1343, 1541, 1682, 1828.
- Library of the Department of Labour—list of references (Canada and other countries) on armed forces, their civil employment and rehabilitation, 115-21.
- booklet entitled "Dismiss—But What of a Job", issued by Dominion Department of Labour, 1083.
- review of manual to assist job placement of ex-naval personnel, 1608.
- employment of discharged personnel discussed by Associate Director (Essential Civilian Services) at meeting of N.S.S. Administration Board, 251.
- use of labour priorities by R.C.A.F. as guide to repatriation and rehabilitation discussed by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.
- rehabilitation of disabled persons in industry—summary of paper by Supervisor of Special Placements, U.I.C., 189.
- remarks of Minister of Labour at presentation of legislative program of C.C. of L., 643; policy *re* seniority rights of veterans, 640.
- legislative recommendations of T. and L.C., 637.
- N.B.: essential aims of post-war planning outlined in report of Committee on Reconstruction, 444.
- N.S.: summary of report of Royal Commission on Provincial Development and Rehabilitation, 1260-62.

Rehabilitation—Con.

- Ont.: establishment of Training and Re-establishment Institute, 1026.
- Sask.: regulations under Apprenticeship Act governing motor vehicle repair and building trades, 1208; new section under Department of Reconstruction and Rehabilitation Act *re* payment of loans, 1002.
- Australia: report on vocational guidance for disabled veterans, in N.S.W., 811.
- New Zealand: annual report of Rehabilitation Board, 1681.
- United Kingdom: plan for release of munitions workers and placement in civilian industry outlined in White Paper, 270; provisions of Disabled Persons (Employment) Act, 262.
- U.S.A.: policies and procedures of re-employment and re-training under University of Chicago instruction program, 130.

Reinstatement in Civil Employment:

- appointment of "Committee on Overseas Education" to consider veterans' applications for training courses before repatriation to Canada, 1274.

Canada—

- rehabilitation measures outlined in brief of Government submitted to Dominion-Provincial Conference on Reconstruction, 1289.
- veterans' employment rights detailed in statement of Prime Minister, 808.
- functions of Royal Commission on Veterans' Qualifications, 796; interim report of Commission, 940.
- summary of regulations under Act, 131-32; text of regulations (P.C. 77), 132-34; extension in coverage, 1273.
- application of Act to Canadians in United Nations forces, 1349, 1843.
- rehabilitation plan of Department of Labour, 621, 1771, 1772.
- number of agreements in pulp and paper industry containing guaranteed reinstatement and maintenance of seniority clauses, 545.
- referred to in reports of Boards of Conciliation under W.L.R.R., 1142, 1478, 1493-94, 1495, 1802-4.
- measures reviewed in radio address of Minister of Labour, 1087.
- statement of Minister of Labour on reinstatement of school teachers discharged from armed forces, 262.
- provisions reviewed by Minister of Labour in address on wartime activities of the Department, 1756, 1757.
- employment of discharged personnel discussed by Associate Director (Essential Civilian Services) at meeting of N.S.S. Administration Board, 251.
- right of transferred workers to reinstatement in original employment—procedure reviewed in historical summary of N.S.S. (Civilian Regulations), 628.
- plan of Pacific Mills Limited for rehabilitation of company's returned servicemen, 1415.
- immediate employment desired by majority of veterans, 1275.
- percentage of veterans reinstated in former employment, 1605.
- employers' plans for veterans' reinstatement, 1603-4.

Reinstatement in Civil Employment—Con.

Canada—Con.

opportunities for employment and re-establishment in agriculture, of veterans and released war workers, 1605.

provisions of Act reviewed by Chief Enforcement Officer, N.S.S., at C.M.A. conference, 1074-76.

policy *re* seniority rights of servicemen outlined in Dominion legislative program of C.C. of L., 640.

Australia: provisions of Re-establishment and Employment Act, 1743.

U.S.A.: Selective Service regulations governing reinstatement of veterans, 1609.

Rest Periods:

Canada—

application in Canada of I.L.O. Draft Convention (No. 67) and Recommendation (No. 66) concerning rest periods in road transport, 801, 802.

referred to in reports of Boards of Conciliation under W.L.R.R., 509, 1646, 1648.

Alta.: amendment in Hours of Work Act, Male Minimum Wage Act, and Female Minimum Wage Act, 1200.

B.C.: compulsory rest periods for all workers in retail merchandising industry sought by T. and L.C., 255.

Australia: necessity emphasized in report on avoidance of fatigue in industry, 264.

Peru: ratification of I.L.O. convention *re* weekly rest in industry, 1612.

Restaurants:

See Hotels and Restaurants.

Restricted Occupations Order:

provisions reviewed in historical summary of N.S.S. Civilian Regulations, 626.

Retail Trade:

Man.—

new regulations under Minimum Wage Act, 771.

Retirement Fund:

See Pensions.

Returned Men:

See Rehabilitation; Veterans.

Richter, Professor L., Dalhousie University:

remarks as chairman at annual convention of Maritime Labour Institute, 816.

Right of Organization:

See Collective Bargaining; Freedom of Association; Trade Unions.

Road Transport:

See Motor Transportation; Transportation.

Roosevelt, Franklin D., President of the United States:

orders study of guaranteed annual wage for all workers, 451.

Royal Canadian Air Force:

See Armed Forces; Canadian Vocational Training; Farm Labour; Veterans.

Royal Canadian Navy:

See Armed Forces; Canadian Vocational Training; Farm Labour; Veterans.

Royal Commission on Coal (Canada):

itinerary, 125.

continues study of distribution and production of coal in Canada, 794.

appointment approved by C.C. of L., 642.

Royal Commission on Provincial Development and Rehabilitation (Nova Scotia):

summary of report, 1260-62.

Rejects:

See Military Rejects.

Rentals:

Canada—

removal of rental and occupancy controls proposed by Federal Government in brief to Dominion-Provincial Conference on Reconstruction, 1289; proposals *re* low rental housing projects, 1290.

action of W.P.T.B. in regard to, 1099; emergency shelter regulations reviewed in annual report, 599.

reduction in rentals of houses built by Wartime Housing urged by C.C.C.L., 645.

Repatriation:

Canada—

use of labour priorities by R.C.A.F. as guide to repatriation and rehabilitation discussed by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.

Reports:

See Labour Departments and Bureaus; various subject headings.

Representation:

Canada—

resolution on provincial representation at I.L.O. conference, 260.

recommendation of Paul Martin, Canadian Government delegate to I.L.O., 556.

establishment of tripartite Joint Industry Council in steel industry recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

See also Labour Representation.

Representation Votes:

See Union Representation Votes.

Research:

Canada—

expansion of scientific research proposed in White Paper on *Employment and Income*, 620.

increased appropriations for industrial research urged by T. and L.C., 638.

Reservists:

See War Industry Reservists.

Royal Commission on Services' Trades:

established to investigate and report on use of trade training in armed forces, 726, 765.

Royal Commission on Veterans' Qualifications:

report on proceedings of first meeting, 796; interim report, 940.
report tabled in House of Commons, 1621-22.
appointment of Commander A. E. Fortington, as secretary, 796.
reference to establishment, 1772.
references by Minister of Labour, 1087, 1757.

Rubber:

Canada—

output as shown in review of war production record issued by Minister of Munitions and Supply, 11, 12.
extracts from radio address by Director of N.S.S. on man-power situation in tire factories, 10.

Russia:

See U.S.S.R.

Rutherford, H. Ross, Executive Secretary, Industrial Production Co-operation Board:

address on "Labour-Management Co-operation" given before employer-employee relations conference of C.M.A., 1073.

Safety:

Factory Safety Code Committee of I.I.O. to meet in Montreal, 949.
model safety code for factories drafted by I.L.O. committee, 1753.

Canada—

Federal Government plans ratification of I.L.O. convention, 1604.
safety measures contained in collective agreements in pulp and paper industry, 551-52.

recommendations of report on time loss in industry, 585.

progress report on Supervisory Training program under C.V.T., 523, 524; benefits of job safety training, 1755.

referred to in reports of Boards of Conciliation under W.L.R.R., 679, 858.

Alta.: regulations under Coal Mines Regulation Act, 1531; legislative recommendations of Federation of Labour, 936.

B.C.: opening meeting of safety committee in B.C. lumber camp, 514; accident prevention rules under Workmen's Compensation Act, 1531; regulations under Factories Act governing female factory workers, 915; formation of accident prevention committees under Workmen's Compensation Board, 122; use of double-decker beds in work camps opposed by T. and L.C., 255.

Man.: establishment and functions of plant safety committees, 446; training course in accident prevention, 942.

N.B.: recommendation of Committee on Reconstruction, 445; amendment in Mining Act, 1696.

Safety—Con.

N.S.: greater expenditure on accident prevention urged in report of Royal Commission on Provincial Development and Rehabilitation, 1261; amendments in Coal Mines Regulations Act, 1526; legislative proposals of C.C. of L. *re* coal mining industry, 934.

Ont.: Industrial Accident Prevention Associations—publish lectures on industrial accidents, 1612; issue bulletin on principles of safety education, 1219; convention proceedings, 612-13.

Que.: safety measures adopted during 1943 reviewed in annual report of Quebec Association for Prevention of Industrial Accidents, 909; new provisions of Public Building Safety Act, 1351.

Australia: regulations governing manufacture and use of radioactive paints, 1598; regulations governing safety and health of foundry employees in New South Wales, 1832.

United Kingdom: summary of reports on safety in factory working conditions, 1417; employer's obligation to provide safe conditions extends to normal and reasonable acts during working hours, 923; obligation to keep moving machinery guarded is employer's obligation under British Factories Act, 1846; English court holds fencing of dangerous machinery as securely as is consistent with work it is to do, is not sufficient compliance with Factories Act, 198; Court awards damages against railway company for not providing look-out for men working on permanent way, 1846.

U.S.A.: recommendations of eleventh National Conference on Labour Legislation, 199; demands of U.M.W.A., 453; advisory standards of Department of Labour *re* wartime employment of juveniles in pulp and paper industry, textile industries, foundries, and on railroads, 727.

See also Accidents, Industrial.

St. Laurent, Hon. Louis, Minister of Justice:

issues memorandum on application in Canada of draft conventions and recommendations of International Labour Conference, 800-802.

remarks as deputy chairman of Dominion-Provincial Conference on Reconstruction, 1305.

remarks at presentation of Dominion legislative program of C.C.C.L., 645.

Salaries:

Canada—

amendment to Wartime Salaries Order, 4-5.

table showing estimated distribution of wage and salary workers in civilian and war industries for period October 1, 1939, to October 1, 1944, 268.

tabular report of N.W.L.B. on wage statistics—salaries and wages, 646; applications for wage increases, 647.

D.B. of S. report on wages and salaries in meat-packing industry (1943), 71.

Salaries—Con.

Canada—Con.

salary increases restored to certain government employees, 914.

Sask.: increased rates of remuneration for government employees, 773.

Salt Water Fishermen:

Canada—

provisions of amended order governing payment of compensation for loss of effects through enemy action, 352.

Salvage:

Man.—

prevention of profiteering and wastage in sale of salvaged war materials sought by T. and L.C., 255.

Schools:

Canada—

non-payment of allowances under Family Allowances Act to physically fit children over six years of age who fail to attend school or receive equivalent training, 271.

statement of Minister of Labour on reinstatement of teachers discharged from armed forces, 262.

inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.

raising of school-leaving age recommended by T. and L.C., 1405.

N.S.: raising of minimum school-leaving age recommended in report of Royal Commission on Provincial Development and Rehabilitation, 1260.

Ont.: amendment in Adolescent School Attendance Act *re* issuance of home permits and employment certificates, 1697; employer-employee supervision of technical training schools for armed forces recommended by T. and L.C., 252.

P.E.I.: amendment in Public School Act, 1841.

Que.: observation of various types of occupations by students as part of vocational guidance program, 128.

Sask.: amendment in School Grants Act, 1001.

Schwellenbach, Lewis, United States Secretary of Labour:

attendance at labour-management conference, 1775.

Science:

Canada—

application of W.L.R.R. to professional and scientific personnel, 261.

public hearing of W.L.R.B. on status of professional and scientific workers under regulations, 2.

requirements of W.B.T.P. in placement of scientific personnel discharged from armed forces, 127.

establishment of travelling boards to interview 1945 university science graduates as technical personnel for armed forces, 5.

Science—Con.

Canada—Con.

temporary summer employment of university undergraduates in science and engineering courses, 449.

expansion of scientific research proposed in White Paper on *Employment and Income*, 620.

discontinuance of special assistance to first year students under C.V.T., 523.

Seamen:

Maritime Conference of I.L.O., 1604-5.

Canada—

amendment in Merchant Seamen War Service Bonus Order (1944), 1530.

provisions of order governing payment of special bonus to merchant seamen, 913.

provisions of amended order governing payment of compensation to salt-water fishermen and personnel of Canadian Merchant Navy, for loss of effects through enemy action, 352; to seamen prisoners of war for loss of personal effects, 1349.

order authorizing agreements with governments of Belgium, Greece, the Netherlands, Norway, Poland and Yugoslavia, *re* payment of compensation to Canadian merchant seamen for war damage or death due to enemy action, or for detention in foreign country, 765.

regulations providing workmen's compensation and medical aid for merchant seamen; establishment of Merchant Seamen Compensation Board, 1347.

veterans' employment rights described in statement of Prime Minister, 808.

review of booklet on development of the merchant marine, 1422.

new pilotage by-laws for districts of Quebec and Montreal *re* apprentice pilots' licences, 766.

provisions of stabilization order reviewed in historical summary of N.S.S. Civilian Regulations, 632.

government ownership and operation of merchant marine requested by C.C. of L., 642.

amendment in Canada Shipping Act to incorporate conventions and recommendations of I.L.O., and inclusion of merchant seamen under War Services Gratuities Act, urged by T. and L.C., 638.

United Kingdom: report of Committee appointed to study welfare of seamen in ports in Great Britain, 1104; establishment of Merchant Navy Welfare Board recommended by committee, 1105.

Seasonal Employment:

See Essential Employment.

Selective Service:

See National Selective Service; Regional Selective Service Advisory Boards.

Seniority:

Canada—

number of agreements in pulp and paper industry containing seniority provisions, 544.

Seniority—Con.**Canada—Con.**

- regulations under Reinstatement in Civil Employment Act, 131-34, 193.
 - veterans' employment rights described in statement issued by Prime Minister, 808.
 - recommendation of Royal Commission on Veterans' Qualifications, 1622.
 - referred to in reports of Boards of Conciliation under W.L.R.R., 42, 43, 60, 63, 313, 492, 493, 507, 509, 510, 679, 685, 694, 709, 710, 851, 859, 970, 1169, 1189, 1190, 1335, 1476, 1478, 1484-85, 1493-94, 1495, 1498, 1502-3, 1647-48, 1654, 1659, 1661, 1802-4, 1805-6, 1815.
 - policy *re* seniority rights of servicemen outlined in Dominion legislative program of C.C. of L., 640.
- U.S.A.:** regulations governing reinstatement of veterans, 1609; application of veterans' protection clauses in union agreements during lay-off at automobile manufacturing plant, 263.

Service Stations:**Alta.—**

- amendments in Calgary Charter *re* closing hours of garage and gasoline service stations, 1202.

Seven Days' Notice:

See Lay-offs.

Severance Pay:

See Lay-offs.

Sheet Metal Industry:

See Metal Industry.

Shifts:**Canada—**

- overtime provisions of agreements in pulp and paper industry, 546.
- suggested schedule under Home Aide service, 1623.
- hiring of housewives for part-time employment without N.S.S. permit, 273.
- referred to in reports of Boards of Conciliation, 1141, 1651-52.
- decisions of N.W.L.B. *re*: payment of night differential, 142, 278, 655, 819, 1111, 1313, 1451, 1457, 1633; premium pay for off-shift work, 954, 960, 1109, 1110, 1111, 1116-17, 1785; shift periods, 144, 280, 470, 819, 954; payment of shift work bonus, 280, 459, 954, 960, 1108, 1781, 1783.

U.S.A.: demands of U.M.W.A., 453.

Shipbuilding:**Canada—**

- analytical study of union status in collective agreements covering shipbuilding workers, 1433, 1440, 1444, 1613.
- review (with table) of war production record issued by Minister of Munitions and Supply, 11-13.
- report of I.D.I.C. in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45.
- plan for continued production outlined by Minister of Munitions and Supply, 791.

Shipbuilding—Con.**Canada—Con.**

- lay-offs and cutbacks in shipbuilding programs relieve man-power situation in 1944, 267, 269.
 - maintenance of shipbuilding industry urged by C.C. of L., 1406.
- N.S.:** report of I.D.I.C. in dispute between Halifax Shipyards, Limited, Halifax, and its employees, 344-45; recommendations of Royal Commission on Provincial Development and Rehabilitation, 1261; Supreme Court upholds claim to check-off of union dues in Halifax Shipyards Limited, 918.
- United Kingdom:** man-power and production figures (1939-1944), 16, 17.
- U.S.A.:** number of labour-management production committees in shipbuilding industry, 137; plan of shipbuilding union to stabilize post-war employment, 615; management-labour court reduces absenteeism in shipbuilding plant, 130.

Shipping:

Maritime Conference of I.L.O., 1604-5.

Canada—

- labour requirements for lake navigation and shipyards outlined by Minister of Labour in review of man-power situation, 623.
 - temporary masters' certificates for certain cargo ships, 914.
 - recommendations of C.C. of L. *re* water transportation facilities, 642.
 - amendment in Canada Shipping Act to incorporate conventions and recommendations of I.L.O. urged by T. and L.C., 638; advocates amendment in War Services Gratuities Act to include merchant seamen, 638.
- United Kingdom:** report of Committee appointed to study welfare of seamen in ports in Great Britain, 1104.
- See also* Longshoremen; Seamen.

Shop Stewards:**U.S.A.—**

- summary of bulletin entitled "A Guide to Labour Legislation for Supervisors and Shop Stewards", 200.

Shops:**B.C.—**

- exemption of motor vehicle shops from certain provisions of Shops Regulation and Weekly Half-Holiday Act, 1350; new order under Act, 1698; holiday proclaimed under Act, 1844.

Ont.: consolidated regulations under Factory, Shop and Office Building Act, 1533.

See also Factories.

Shutdowns:

See Lay-offs.

Sick Benefits:

See Benefit.

Sick-leave:

See Health.

Sickness Insurance:

Canada—

plans contained in collective agreements in pulp and paper industry, 552.

referred to in report of Board of Conciliation under W.L.R.R., 687.

incorporation of I.L.O. draft convention on sickness insurance for seamen under Canada Shipping Act, urged by T. and L.C., 638.

Australia: *re* administration of Unemployment and Sickness Benefits Act, 1743.

Slow-downs:

Canada—

referred to in reports of Boards of Conciliation under W.L.R.R., 311, 332.

U.S.A.: C.I.O. union penalizes members for slow-down in munitions plant in efforts to force wage increase, 614.

Slum Clearance:

Canada—

recommendation of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1290.

provisions of National Housing Act (1944), 1770.

legislative recommendation of T. and L.C., 637.

N.S.: immediate housing survey urged by C.C. of L., 934.

Que.: favoured by C.C.C.L., 1593.

Social Assistance:

See Social Welfare.

Social Insurance:

application in Canada of I.L.O. Recommendations (Nos. 67 and 69) concerning social insurance scheme, 800-802.

Canada—

recommendation of report on time loss in industry, 585.

U.S.A.: Bill to establish national social insurance system introduced in Congress, 814.

Social Legislation:

See Labour Legislation.

Social Ownership:

See Nationalization.

Social Policy:

See Social Security.

Social Security:

application in Canada of Recommendations adopted at 26th session of International Labour Conference—*income security, medical services, health insurance, and social policy in dependent territories, 800-802.*

proposals of Committee on Post-War Reconstruction at World Trade Union Conference, 559.

International Labour Conference (27th session), 1085.

Social Security—*Con.*

Canada—

Federal Government proposals submitted to Dominion-Provincial Conference on Reconstruction—*national health program, 1284-86; national old age pensions, 1287, unemployment assistance, 1287; extended Employment Services, 1288; vocational guidance, farm labour, occupational rehabilitation, and vocational training programs, 1289.*

appointment of sub-conference to deal with proposals submitted at Dominion-Provincial Conference on Reconstruction, 1305.

remarks of Prime Minister at Dominion-Provincial Conference on Reconstruction, 1283.

discussion at convention of Maritime Labour Institute, 816.

legislative recommendations of C.C. of L., 640.

B.C.: recommended by Federation of Labour in legislative proposal before government-labour committee, 797.

N.B.: essential aims of post-war planning outlined in report of Committee on Reconstruction, 444.

South Africa: unemployment, training, recovery, sickness and maternity benefits included in proposed scheme of social security, 603-4.

United Kingdom: provision of proposed Bill providing for family allowances, 812.

U.S.A.: analysis of guaranteed employment and annual wage provisions, 1266; extension of legislation to protect all workers recommended at eleventh National Conference on Labour Legislation, 199; proposals for social insurance program, 814.

See also Family Allowances.

Social Welfare:

Canada—

training of social welfare aides under C.V.T., 1026.

B.C.: provisions of Social Assistance Act, 1203.

Sask.: amendment in Department of Social Welfare Act *re* appointment of Board, 1002.

U.S.A.: review of Social Year Book (1945) published by Russell Sage Foundation, 943.

Soft Drinks:

action of W.P.T.B. in regard to, 1884.

South Africa:

report of Committee on social security, 603-4.

Stabilization:

Canada—

elimination of wartime subsidies relative to stabilization policy proposed by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.

provisions of stabilization of employment in agriculture regulations reviewed in historical summary of N.S.S. Civilian Regulations, 626.

Stabilization—Con.

Canada—Con.

success of stabilization program reviewed in annual report of W.P.T.B., 596.

functions of Dominion-Provincial Farm Labour Program reviewed by Associate Director (Agriculture) at meeting of N.S.S. Administration Board, 250-51.

measures governing stabilization of employment outlined in White Paper on *Employment and Income*, 616-20.

provisions for stabilization of agricultural workers, longshoremens and seamen, reviewed in historical summary of N.S.S. Civilian Regulations, 630, 632.

Staff Training:

Canada—

program of U.I.C., 1212.

Standards of Living:

United Kingdom—

wartime working and living conditions described in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 16-17.

Stangroom, Eric, Special Assistant to Deputy Minister of Labour:

technical adviser to Canadian government representative at 94th session of governing body of I.L.O., 1, 555.

Statistics:

review of I.L.O. Year Book on Labour Statistics (1943-44), 1596.

Statistics, Dominion Bureau of:

monthly report on cost of living (with chart and tables), 104, 230-31, 414, 587, 774, 925, 1059, 1250, 1392, 1581, 1729, 1872.

compilation of statistical sample data concerning employment and unemployment of persons issued unemployment insurance books, 362.

death of Dr. S. A. Cudmore, Dominion statistician, 1602.

appointment of Herbert Marshall as Dominion statistician, 1602.

tabular report on estimated cost of family allowances, 272.

bulletins and reports—

analysis of slaughtering and meat-packing industry in 1943, 71; annual review of employment (1944), 905-9; report on sex distribution of persons in recorded employment as at April 1 (1945), 1041; as at October 1 (1944), 85; survey on proportion of women in industrial employment, 2.

Statutory Holidays:

See Holidays; Vacations with Pay.

Steam Boilers:

See Boilers.

Steel:

international industrial committees in iron and steel industries established by Governing Body of I.L.O., 555.

Steel—Con.

Canada—

analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.

steelworkers confer with Department of Reconstruction on post-war program, 1079.

N.S.: report of Commissioner appointed to inquire into plant shutdown at Trenton Steel Works, 114; recommendations of Royal Commission on Provincial Development and Rehabilitation, 1261.

Steelworkers:

Canada—

issues report on various causes of time loss in industry, 585.

Stewards:

See Shop Stewards.

Street Railways:

Canada—

strike of street railway workers on Pacific coast for increased wage rates, 128.

Strikes and Lockouts:

Canada—

monthly summary of strikes and lockouts in Canada: 65, 227, 410, 582, 762, 910, 1056, 1246, 1387, 1577, 1726, 1868.

strikes after conciliation board procedure under W.L.R.R., 1504, 1669, 1816.

referred to in reports of Boards of Conciliation under W.L.R.R.: 311, 332, 705, 708, 1189.

analysis of strikes and lockouts in Canada during 1944 (with charts and tables) and from 1901-1944, 383-407.

strikes and lockouts in Canada and other countries (with tables), 408-10.

number of strikes, and decline in time loss, during 1944, 2.

decline in strike activity during 1944, 258.

conciliation proceedings under labour code during 1944, 795.

effect of W.L.R.R. in reducing time loss from strikes, 123.

number of strikes following Conciliation Board procedure under W.L.R.R. during period March, 1944, to November 28, 1945, 1754.

number of strikes and time loss during 1943 and 1944 given by Minister of Labour in review of wartime activities of the Department, 1760.

Montreal Tramways Company (agreement reached), 986-87, 990-91.

strike of street railway workers on Pacific coast for increased wage rates, 128.

number of agreements in pulp and paper industry in which strikes, lockouts or other work stoppages are sanctioned or prohibited, 553.

number of days lost through strikes and lockouts compared with time lost from other causes, 585.

recommendation of C.C.C.L. *re* prevention of strikes in public utilities, 644.

Alta.: amendment in Industrial Conciliation and Arbitration Act, 1200.

Strikes and Lockouts—Con.

- Ont.: report of Board of Arbitration in dispute between Canada Packers Limited, Toronto, and employees, 1508-14.
- Que.: Appeal court upholds conviction of union organizers for encouraging strike, 1010.
- Sask.: statistics for 1944, 586; provision for establishment of conciliation boards under Trade Union Act, 1207.

Other Countries—

- strikes and lockouts in Canada and other countries (with tables), 408-10.
- strikes and lockouts in Great Britain and other countries, 67, 413, 585, 764, 912, 1058, 1249, 1391, 1579, 1728, 1871.

United Kingdom: summary of booklet on wartime activities of trade unions, 1889.

U.S.A.: fine imposed by union (U.R.W.A.) on "wildcat" strikers deducted from wages, 129.

Palestine: review of wartime labour disputes, 1418.

CLASSIFICATION BY INDUSTRIES:**Construction—buildings and structures—**

- bricklayers and masons, Edmonton, 1579.
- carpenters, Vernon, 1728.
- plumbers, Ottawa, 66; Windsor, 1248, 1388.
- plumbers and steamfitters, Windsor, 584.

Construction—highway—

- road construction workers, Glace Bay, 1389, 1578, 1727.

Manufacturing—animal foods—

- meat packing plant workers, Edmonton, 1247, 1387; Hamilton, 1870; Peterborough, 1247, 1387; Regina, Prince Albert, Saskatoon, and Moose Jaw, 1389; St. Boniface, 1247, 1387; Toronto, 1247, 1387; Vancouver, 1247, 1388; Winnipeg, 1388.

Manufacturing—boots and shoes (leather)—

- shoe factory workers, Quebec, 1247; Richmond, 1578.

Manufacturing—fur and leather products—

- leather products factory workers, Montreal, 1578.

Manufacturing—metal products—

- aircraft parts factory workers, Windsor, 1057, 1389.
- automotive parts factory workers, Sarnia, 412; Windsor, 1870.
- brass factory workers, Galt, 1389; New Toronto, 412; Niagara Falls, 1057; Sarnia, 412, 1057.
- electrical apparatus factory workers, Hamilton, 1870.
- elevator mechanics and helpers, Montreal, 1248, 1388.
- foundry workers, Brantford, 1870; Guelph, 412, 1057, 1246, (moulders) Guelph, 584; L'Islet Station, 66; Moncton, 583, 1727, 1869; Montreal, 584; Orillia, 1248; Sackville, 412, 763, 1727; Selkirk, 583; Toronto, 1057; Weston, 1247.
- freight car factory workers, Trenton, 229, 412, 583, 911, 1247.
- machinists, Woodstock, 229.
- metal factory workers, Brantford, 1057, 1870; Hamilton, 1727; Lachine, 911; London, 229; Montreal, 584; Sarnia, 1870; Vancouver, 1248, 1388; Welland, 911; Windsor, 66.

Strikes and Lockouts—Con.**CLASSIFICATION BY INDUSTRIES—Con.****Manufacturing—Metal Products—Con.**

- motor vehicle factory workers, Brantford, 763; Windsor, 66, 1579, 1727, 1869.
- moulders, Moncton, 1247, 1388, (metal products) Moncton, 1057.
- munitions factory workers, Long Branch, 1389; Toronto, 1578.
- ore pier loaders, Sydney, 1389.
- railway car factory workers, Hamilton, 66.
- riveters, Esquimalt, 1057.
- rolling mill workers (labourers), Montreal, 763.
- steel mill workers, Hamilton, 1579; (coke oven) Sault Ste. Marie, 1871; (crane-men) Sault Ste. Marie, 583; (bricklayers) Sydney, 1579, 1727; (labourers), Trenton, 763.
- steel mill workers, narrow gauge engineers and brakemen, Sault Ste. Marie, 412, 584.
- wire and screw factory workers, Hamilton, 1870.
- wire factory workers, Guelph, 1389, 1578, 1727, 1869; Hamilton, 1870.

Manufacturing—miscellaneous—

- optical lens factory workers, Toronto, 1871.

Manufacturing—miscellaneous wood products—

- crate factory workers, Toronto, 583.
- furniture factory workers, Victoriaville, 66.
- saw and planing mill workers, Matane, Priceville and Rimouski, 1247.
- sawmill workers, Slave Lake, 66.
- shingle mill workers, New Westminster, 1870.
- wood factory workers, Meaford, 66; Thurso, 911.
- wood processing factory workers, Delson, 1389.
- wood products factory workers, Owen Sound, 228.

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

- brickyard workers, Boischatel, 584; Fredericton, 1389.
- oil refinery workers, Moose Jaw, 1057, 1246.
- paint factory workers, Toronto, 584.

Manufacturing—printing and publishing—

- compositors, pressmen, etc., Quebec, 1247, 1388; Winnipeg, 1870.
- pressmen, Winnipeg, 1870.
- printers, Windsor, 1727.
- stereotypers, Winnipeg, 1870.

Manufacturing—pulp, paper and paper products—

- pulp and paper mill workers, Clermont, 1247.

Manufacturing—rubber and its products—

- rubber factory workers, Kitchener, 228, 1578, 1869, (footwear) Kitchener, 1578; (footwear) St. Jerome, 412.
- tire factory workers, Hamilton, 66; Kitchener, 1247, 1387, 1578; New Toronto, 228, 763.

Manufacturing—shipbuilding—

- carpenters, Dartmouth, 1248.
- ship repair workers, Liverpool, 584, 1057; Sydney, 1248.
- shipyard workers, North Vancouver, 1389; Quebec, 1057.

Strikes and Lockouts—Con.**CLASSIFICATION BY INDUSTRIES—Con.****Manufacturing—textiles, clothing, etc.—**

- canvas factory workers, Montreal, 66.
- cotton factory workers, Cornwall, 412.
- garment factory workers, Winnipeg, 412.
- men's clothing factory workers, Montreal, 1578.
- silk products factory workers, Hull, 1727.
- textile factory workers, Carleton Place, 583; Montmagny, 1389; Montreal, 1578.

Manufacturing—vegetable foods—

- bakery workers and drivers, Toronto, 1869.
- canning factory workers, New Toronto, 228.

Mining—asbestos—

- asbestos miners, Asbestos, 583, 1869.

Mining—non-ferrous smelting and quarrying—

- base metal miners, Val D'Or, 411.
- coal miners, Alberta and British Columbia, 1578, 1727; Bellevue, 411, 1578; Coleman, 1057; Cumberland, 583, 1246; Drumbheller, 583, 763, 1388; Florence, 911; Foothills, 228; Glace Bay, 411, 763, 1388, 1727, 1869; Lethbridge, 763; Midlandvale, 228; Minto, 911; New Waterford, 228, 911, 1246, 1388; Nordegg, 228; North Minto, 1727; Robb, 66, 228, 411; Springhill, 583, 1246, 1727; Stellarton, 583; Sydney Mines, 228; (loaders) Sydney Mines, 1869.

Service—business and personal—

- beverage dispensers, Lethbridge, 1728.
- laundry workers, Brandon, 1248.
- waitresses, St. Jerome, 1390.
- window cleaners, Montreal, 911.

Service—recreational—

- motion picture projectionists, Winnipeg, 413.

Trade—

- coal handlers, Montreal, 1248.
- department store clerks, etc., Winnipeg, 1871.
- jewellers, Toronto, 1728.
- wholesale trade workers, 584.

Transportation—electric railways and local bus lines—

- bus drivers, Oshawa, 1389.
- electrical workers, Toronto, 1248.
- street railway employees, Vancouver, Victoria and New Westminster, 229.

Transportation and Public Utilities—

- electricity and gas—
- gas plant workers, Windsor, 1390.

Transportation—other local and highway—

- bus drivers, Vancouver and district, 763; Victoria (Vancouver Island), 229.

Transportation—water—

- cold storage plant workers, Halifax, 412.
- freight handlers, Montreal, 1579; Port McNicoll, 1248.

Students:**Canada—**

- number of students shown in tabular report on distribution of man-power (1939-1944), 268.
- relaxation of N.S.S. Mobilization Regulations, 803.

62533—7½

Students—Con.**Canada—Con.**

- inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.
- temporary summer employment of university undergraduates in science and engineering courses, 449.
- change in N.S.S. procedure *re* female university students, 6.
- enrolment and training under C.V.T. program, 72-73.
- progress report on youth training projects under C.V.T., 523.
- assistance under Dominion-provincial farm labour program (1945), 805.
- assistance of students on farms sought by Dominion-provincial western farm labour conference, 806.
- Que.: observation of various types of occupations as part of school's vocational guidance program, 128.

Subsidies:**Canada—**

- elimination of wartime subsidies relative to stabilization policy proposed in Federal Government brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.
- review of price control operations of W.P.T.B. from July-September, 1945, 1886.

Sugar:

- United Kingdom—
- rationing of, 15.

Sugar Beet Industry:**Canada—**

- statistical report of Minister of Labour, 1762.

Suggestion Systems:**U.S.A.—**

- report on labour-management experience with suggestion systems, 1415-16.

Sullivan, J. A., Secretary-Treasurer, Trades and Labour Congress:

- remarks on Dominion legislative program of T. and L.C., 638.
- presents legislative proposals, 1405.
- labour representative at World Trade Union Congress, 1.
- Canadian representative on Conference Committee of World Trade Union Federation, 560.

Sunday Observance:**Canada—**

- enforcement of regulations urged by C.C.C.L., 1593.
- Sask.: exemptions under One Day's Rest in Seven Act, 1001.

Superannuation:*See* Pensions.**Superior Council of Labour:****Que.—**

- official declaration of policy requested by C.C.C.L., 440.

Supervisors:

U.S.A.—

summary of bulletin entitled "A Guide to Labour Legislation for Supervisors and Shop Stewards", 200.

Supervisory Training:

Canada—

activities under C.V.T., 519, 722, 875, 1026, 1343, 1682, 1828.

progress report on Supervisory Training program under C.V.T., 523, 524, 1755.

vocational training for foremen and supervisors under C.V.T.—remarks of Assistant Director before Canadian Pulp and Paper Association, 726.

systematic and intensive training of supervisors and foremen advocated in article, 1084.

United Kingdom: summary of report on "Training Within Industry for Supervisors", 1540.

Supplies:

See Civilian Supplies; Production; War Supplies.

Surplus Crown Assets Corporation:

policy reviewed in brief of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1290.

Surveys:

Canada—

Post-War Employment Survey made by Department of Labour, 265.

"Sweated" Labour:

United Kingdom—

introduction of Wages Councils Bill designed to abolish "sweated" industries and to establish "statutory minimum remuneration", 129; enactment of Act as amended, 874.

Sweden:

joint production committees in state factories established under collective agreement, 1612.

Synthetic Rubber:

See Rubber.

Tallon, R. J., Unemployment Insurance Commission:

appointment as member of Departmental Committee on Post-War Training, 265-66.

remarks at conference of National and Prairie Regional Employment Committees, 74; at Dominion-Provincial Farm Labour Conference, on extension of unemployment insurance benefit to farm workers, 1768.

Tarasov, Mikhail:

remarks as Russian delegate to annual conference of British T.U.C., 1595.

Taxation:

recommendations contained in I.L.O. report on high employment in reconversion period, 1445.

Taxation—Con.

Canada—

proposals of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1292-93; remarks of provincial premiers: Hon. George Drew (Ontario), 1294; Hon. Stuart S. Garson (Manitoba), 1298-99; Hon. John Hart (British Columbia), 1299-1300; Hon. T. C. Douglas (Saskatchewan), 1302, 1303; Hon. E. C. Manning (Alberta), 1304.

reduction in post-war taxation predicted in White Paper on *Employment and Income*, 620.

recommendations of National Co-operative Union, 1752.

exemption of co-operatives from taxation urged by C.C.C.L., 645.

taxation of surpluses of co-operatives opposed by C.C. of L., 642.

Ont.: taxation of co-operatives or credit unions, of public utilities, and levying of amusement taxes on low-priced tickets, opposed by C.C. of L., 935; taxation of public utilities opposed by T. and L.C., 252-53.

Sask.: amendment in Municipal Medical and Hospital Services Act *re* payment of tax, 1002.

United Kingdom: payment during 1938-1944 as reported in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 16.

See also Income Tax; Poll Tax.

Tea:

United Kingdom—

rationing of, 15.

Teachers:

Canada—

removal of restrictions on employment, 625.

training of instructional personnel from armed forces recommended by Royal Commission on Veterans' Qualifications, 940; other recommendation, 1621.

statement of Minister of Labour on reinstatement of teachers discharged from armed forces, 262.

B.C.: immediate salary increase recommended by T. and L.C., 255.

Sask.: regulations under Teachers' Superannuation Act governing vocational training schools, 353.

Technical and Vocational Education:

See also Canadian Vocational Training.

Technical Education:

See Training.

Technical Personnel:

Canada—

continuation of regulations *re*, 1420.

recommendations of Royal Commission on Veterans' Qualifications, 940.

application of W.L.R.R. to professional and scientific personnel, 261.

provisions of order governing control of employment reviewed in historical summary of N.S.S. Civilian Regulations, 626.

Technical Personnel—Con.Canada—*Con.*

- certain income brackets within jurisdiction of Executive and Professional Employment Offices, 447.
- requirements of W.B.T.P. in placement of technical employees discharged from armed forces, 127.
- survey of technical personnel to be placed in post-war industry, directed by W.B.T.P., 1101.
- report on activities of W.B.T.P., 1606.
- use of priority schedule by W.B.T.P. in allocation of workers revealed by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.
- establishment of travelling boards to interview 1945 university science graduates as technical personnel, for armed forces, 5.
- postponement order granted "War Industry Reservists", 136.

Technical Training:

See Training.

Telegraphs:

See Communications.

Textile Industry:

international industrial committees in textile industry set up by Governing Body of I.L.O., 555.

Canada—

- man-power requirements in textile industries described in radio address of Director of N.S.S., 10.
- training of textile workers and progress report on operation of plant schools, under C.V.T., 523; development of supervisory training plan, 1755.
- N.E.S. survey for pre-employment training in textile industry, 1120.
- action of W.P.T.B. in regard to textiles, 1884.
- quarterly review of activities under W.P.T.B. (April 1, 1945, to June 30, 1945)—post-war production, production directives, 1094; price problems, distribution, 1095.

U.S.A.: advisory standards of Department of Labour on wartime employment of juveniles, 727.

Theatres:

Ont.—

levying of amusement taxes on low-priced tickets opposed by C.C. of L., 935.

Thompson, R. F., Director, Canadian Vocational Training:

- appointment as member of Departmental Committee on Post-War Training, 265-66.
- presents progress report at conference of Vocational Training Advisory Council, 522-23.

Threshing Equipment:

See Harvesting.

Timber:

See Logging and Lumbering.

Time-loss:

Canada—

- time-loss in man-working days through strikes and lockouts (with tables), 65, 227, 410, 582, 762, 910, 1056, 1246, 1387, 1577, 1726, 1868.
- decline in time-loss from strikes and lockouts during 1944, 2, 258.
- time-loss in man-working days through strikes and lockouts (with tables), 383-407; in Canada and other countries, 408-10.
- effect of W.L.R.R. in reducing time-loss from strikes, 123.
- decline in strikes and lockouts cited by Minister of Labour in review of wartime activities of the Department, 1760.
- summary of report on time lost in industry, prepared by the United Steelworkers of America, 585.

Other Countries—

time-loss in man-working days through strikes and lockouts (with tables) in Canada and other countries, 408-10.

Palestine: time-loss in man-working days through strikes, 1418.

Tobacco:

Canada—

- amount of soldier workers' earnings under Farm Duty Plan paid to Red Cross Society during 1944, 269.
- employment of skilled workers from United States under Dominion-provincial farm labour program, 805.

Toronto University:

See University of Toronto.

Trade:

report of Combined Production and Resources Board on wartime civilian consumption in Canada, U.S.A., and the United Kingdom, 1599-1600.

Canada—

- influence of export trade on national income and employment level, discussed in White Paper on *Employment and Income*, 617.
- summary of report on international cartels, 1614-20.
- remarks of Hon. T. C. Douglas, Premier of Saskatchewan, at Dominion-Provincial Conference on Reconstruction, 1303; of Hon. E. C. Manning, Premier of Alberta, 1304.
- Dominion's position as exporting nation indicated in review of war production record issued by Minister of Munitions and Supply, 11.
- Dominion's dependence on world trade discussed at Canadian Institute on Public Affairs, 1354.
- legislative recommendation of T. and L.C., 638.

United Kingdom: curtailment of imports and exports described in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 15; recommendation of T.U.C. in report on post-war policy of trade unions, 8.

Trade Credits:

See Apprenticeship.

Trade Disputes:

Que.—

"speed-up" of procedure under Trade Disputes Act advocated by C.C.C.L., 441.
See also Industrial Disputes.

Trade Schools:

Alta.—

new sections under Trade Schools Regulation Act, 767.

Sask.: administration of Trade Schools Regulation Act in 1944, 586.

Trade Union Act (Saskatchewan):

proclamation of, 128.

regulations, 353-54.

provisions of collective agreements between provincial government and civil servants, 1414.

Trade Union Membership:

Canada—

annual report on Labour Organization in Canada (1944) with chart and statistics as to union membership, 1307-09.

analysis of trade union membership given in study of collective agreements in pulp and paper industry, 540-41, 542.

Australia: wartime increase, 1275.

U.S.A.: effect of "escape period" in maintenance-of-membership agreements on union membership, 9.

Trade Unions:*World Trade Union Conference—*

Canadian delegation, 1, 1273.

summary of proceedings, 557-60.

freedom of association of all work people proposed in Declaration on Post-War Reconstruction, 559.

tentative constitution for World Federation of Trade Unions, 799.

formation of new international labour body—World Federation of Trade Unions, 1612.

joint committee with C.I.O. established by British T.U.C., 1609.

Canada—

cancellation of conventions of labour organizations during 1945, 1082.

Dominion legislative proposals of labour organizations: C.C.C.L., 643; C.C. of L., 640, 1406; T. and L.C., 636, 1405.

provincial legislative proposals of labour organizations: Alberta (T. and L.C.) 936; British Columbia (T. and L.C.), 255; Manitoba (T. and L.C.), 254; Nova Scotia (C.C. of L.), 934; Ontario (C.C. of L.), 935, (T. and L.C.), 252; Quebec (C.C.C.L.), 440.

plenary meeting of executive board of C.C.C.L., 1590-93.

memorandum presented by affiliated unions of C.C. of L. and T. and L.C. received by Prime Minister, 1413.

proceedings of 2nd annual convention of Maritime Labour Institute, 815; report on conference, 1597.

unemployment in trade unions (with chart and tables) as at December 31, 1944, 222; as at March 31, 1945, 758; as at June 30, 1945, 1242; as at September 30, 1945, 1722.

unemployment in trade unions during 1944, 226.

Trade Unions—Con.

Canada—Con.

Government policy on labour relations in Crown companies, 257.

co-operation of labour organizations in formulation of departmental policies requested by Minister of Reconstruction, 620.

procedure of W.L.R.B. in dealing with applications for certification and employees' votes, 260.

organized labour and the veteran—recommendations of Royal Commission on Veterans' Qualifications, 1621-22.

co-operation in rehabilitation of service personnel urged by Royal Commission on Veterans' Qualifications, 796.

establishment of Royal Commission on Services Trades to investigate and report on use of trade training in armed forces, 726, 765.

summary of 34th annual report on Labour Organization in Canada (1944), 1307.

analytical study of union status in collective agreements in the iron and steel industry (1945), 1426-44, 1613.

analytical study of collective agreements in pulp and paper industry, 540-44.

co-operation in rehabilitation program urged by Minister of Labour, 1087.

text of letter distributed by Department of Labour to all unions and employers, on relaxation of man-power controls, 1276-77.

recommendations of Boards of Conciliation on union security—disposition of union requests for closed or union shop and check-off during 1944, 138.

co-operation in plan of Pacific Mills Limited for reinstatement of company's returned servicemen, 1415.

United Steelworkers of America confer with Department of Reconstruction on post-war recommendations, 1079.

views expressed at C.M.A. conference on collective bargaining, union security, right of employers and unionization of foremen, 1069-70.

instruction in electronics given by Ontario local union, 1027.

activities of Department of Industrial Relations organized at Laval University, 1083.

remarks of Director of Canadian Vocational Training on co-operation of employers and unions with vocational training, 524.

proceedings of annual summer sessions of Workers' Educational Association, 1102-3.

shorter work week without pay reduction requested by certain locals of Amalgamated Lithographers of America, 612.

formation of National Political Action Committee by T. and L.C., 610.

amendments in W.L.R.R. urged by C.C.C.L., 644.

C.C. of L. urges preference to employers of trade unionists in placement of government contracts, 640; proposes certification of unions instead of individuals as bargaining agencies, 641.

T. and L.C. urges preference to employers of trade unionists in placement of government contracts or orders, 638; recommends amendments in W.L.R.R., 1405.

Trade Unions—Con.

- B.C.: government co-operation and assistance extended to organized labour commended by T. and L.C., 255.
- Man.: recommendations of T. and L.C., 254.
- N.B.: provisions of Labour Relations Act (1945), 1694; post-war continuation of compulsory bargaining provisions recommended by Committee on Reconstruction, 445.
- N.S.: Supreme Court upholds claim to check-off of union dues in Halifax Shipyards Limited, 918.
- Ont.: employer-employee supervision of technical training schools recommended by T. and L.C., 252; advocates appointment of trade union representatives as Justices of the Peace, 253.
- P.E.I.: provisions of Trade Union Act, 1840.
- Que.: legislative proposals of C.C.C.L., 440; longshoremen win appeal in union dispute, 1536; Appeal court upholds conviction of union organizers for encouraging strike, 1010; Montreal firm wins appeal in case of workman discharged for union activity, 1536; modification of Public Services Employees Disputes Act *re* affiliation of government employees with certain outside organizations requested by C.C.C.L., 440-41.
- Sask.: *Trade Union Act*—proclamation, 128; new sections and regulations under Act, 353-54, 999; provision for establishment of conciliation boards under Act, 1207. provisions of collective agreements between provincial government and civil servants, 1414; order of Labour Relations Board in policemen's union case quashed, 1011-14.
- United Kingdom: 77th annual conference of T.U.C., 1594; post-war policy outlined in report of T.U.C., 8; application by trade unions for establishment of Wages Council under bill designed to establish national wage structure, 129; enactment of Bill as amended, 874; effective use of post-war leisure time planned by trade union movement, 8; university courses for trade union officials, 1609; summary of booklet entitled "British Trade Unions and the War", 1889; registered union in Britain may sue for libel in its own name, 1845.
- U.S.A.: state regulation of unions and the National Labour Relations Act, 1015; analysis of N.W.L.B. rulings on union demands, 1610; "New Charter for Labour and Management" signed by business and organized labour, 451; woodworkers' union awarded extended vacation with pay by N.W.L.B., 1085; application of anti-trust laws to trade unions, 1018; survey of dismissal-pay provisions in union agreements, 139; application of veterans' protection clauses in union agreements, 263; effect of "escape periods" in renewed maintenance-of-membership agreements, 9; agreement between rival unions of Western Union Telegraph Company reached by N.L.R.B. following representation votes, 262; decision of N.L.R.B. *re* collective bargaining by foremen's unions, 451; number of workers employed under collective bar-

Trade Unions—Con.**U.S.A.—Con.**

- gaining agreements, 798-99; report on vacation-with-pay clauses in union agreements, 614; C.I.O. union penalizes members for slowdown in munitions plant in efforts to force wage increase, 614; plan of shipbuilding union to stabilize post-war employment, 615; wage "fringe" increases and other demands of U.M.W.A., 453; International Brotherhood of Electrical Workers promote instruction in electronics, 1027; health-benefit plans established by employer-union contracts, 1446; bulletin on sick-leave provisions in union agreements, 1610; Florida Union Control Act invalid where conflicts with Wagner Act, 1016; enactment of law against discriminatory employment practices in New York state, 453; establishment of New York State School of Industrial and Labour Relations, 1611.
- Germany: formation of democratic trade unions planned, 130; revival of trade unions, 1418.
- Japan: progress of labour unionism and industrialization, 1620.
- Sweden: joint production committees in state factories established under collective agreements, 1612.

Trades:**Canada—**

- functions of Royal Commission on Veterans' Qualifications, 796; interim report of Commission, 940.
- establishment of Royal Commission on Services Trades to investigate and report on use of trade training in armed forces, 726, 765.
- activities under C.V.T. *re* trades training, 875, 1026.
- instruction in trades by competent teachers recommended in report of C.V.T., 523.
- Alta.: additional trades under Apprenticeship Act and Tradesmen's Qualification Act, 1206; inclusion of "beauty culture" trade under licensing of Trades and Businesses Act, 1004.
- N.S.: provisions of Tradesmen's Qualification Act, 1526; trade training for army personnel reviewed in annual report of Department of Labour, 1408.
- New Zealand: progress of trade training for veterans reviewed in report of Rehabilitation Board, 1681.
- See also* Apprenticeship.

Trades and Labour Congress of Canada:

- approval of Canadian price control policy reported by delegate to 27th conference of I.L.O., 1748.
- cancellation of 1945 convention, 1082.
- Dominion legislative program, 636, 1405.
- legislative proposals—Alberta, 936; British Columbia, 255; Manitoba, 254; Ontario, 252.
- delegation to World Trade Union Congress, 1.
- membership, 1309.
- trade union membership in pulp and paper industry, 540-41.
- delegation from affiliated unions received by Prime Minister, 1413.

Trades and Labour Congress of Canada—*Con.*

- provisions of collective agreements between Saskatchewan government and Saskatchewan Civil Service Association, 1414.
- formation and objectives of National Political Action Committee, 610.
- establishment of committee on education, 612.
- appointment of representative to Department of Reconstruction Labour Committee, 796.
- statement of Minister of Labour *re* proposed amendment to W.L.R.R., 795.
- favours application of W.L.R.R. to professional and scientific personnel, 2, 261.
- representation on government-labour legislative committee in British Columbia, 941.
- co-operation and assistance in formulation of reconstruction policies requested by Minister of Reconstruction, 620.
- extracts from president's New Year's message, 17; from Labour Day message, 1272.
- remarks of secretary-treasurer on Dominion legislative program, 638.
- See also* Bengough, Percy R.

Trades Union Congress:

- See* British Trades Union Congress.

Training:

- appointment of "Committee on Overseas Education" to consider veterans' applications for training courses before repatriation to Canada, 1274.

Canada—

- select list of references on employment training available in the Library of the Department of Labour, 242-46.
- functions of Royal Commission on Veterans' Qualifications *re* trades, technical or other educational training received while in armed forces, 796; interim report of Commission, 940; recommendations of Commission, 1621, 1622; references in radio address of Minister of Labour, 1037.
- establishment of Royal Commission on Services Trades to investigate and report on use of trade training in armed forces, 726, 765.
- training facilities for ex-service men described in statement issued by Prime Minister, 810; in bulletin issued by Department of Labour, 1121-22.
- procedure adopted in procuring equipment and tools for rehabilitation training, 525.
- establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of veterans and war workers, 265.
- training of counsellors to assist in rehabilitation of veterans, 5, 190.
- establishment (and membership) of committee on university training for veterans, 797.
- wage rates (training compensation) for veterans training in industry, 125.
- provision of trained personnel in housing and community planning recommended by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1290.

Training—*Con.*

Canada—*Con.*

- post-war employment program described in White Paper on *Employment and Income*, 619.
- appointment of chairman and vice-chairman of Departmental Co-ordinating Committee on Training, 1030.
- post-war training programs outlined by Minister of Labour, 1023.
- vocational training methods described by Minister of Labour in review of war-time activities of the Department, 1757.
- "on-the-job training" of agricultural workers advocated by Deputy Minister of Labour, 1763.
- systematic and intensive training of supervisors and foremen advocated in article, 1034.
- assistance for training of farm workers through extension of agreements recommended by Dominion-Provincial Western Farm Labour Conference, 807.
- N.E.S. survey of opportunities for training of women for post-war employment, 794; for pre-employment vocational training, 1120.
- B.C.: training course in accident prevention, 942.
- N.S.: recommendations of Royal Commission on Provincial Development and Rehabilitation, 1261; activities *re* trade and supervisory training, and training-in-industry, reviewed in annual report of Department of Labour, 1408.
- Ont.: establishment of Training and Re-establishment Institute, 1026; employer-employee supervision of technical training schools for armed forces and extension of facilities to war workers recommended by T. and L.C., 252.
- Que.: provisions of Act providing training and opportunities for establishment of young people, 1529; observation of various types of occupations as part of school's vocational guidance program, 123.
- Sask.: amendment in School Grants Act, 1001.
- Australia: provisions of Re-establishment and Employment Act, 1743-46.
- New Zealand: progress of veterans' training reviewed in report of Rehabilitation Board, 1681.
- United Kingdom: provisions of Disabled Persons (Employment) Act, 262; summary of report on "Training Within Industry for Supervisors", 1540; adoption of national standard system for training motor mechanics, 1416; establishment of Building Apprenticeship and Training Council, 797; provisions of Coal Mining (Training and Medical Examination) Order, 1944, governing employment of boys, 942.
- U.S.A.: instruction in electronics promoted by International Brotherhood of Electrical Workers, 1027.
- See also* Canadian Vocational Training; Unemployment Insurance; Vocational Training Advisory Council.

Training Allowances:

Canada—

- exemption of veterans' training allowances from income tax, 522.

Transition Period:

See Post-War Employment; Reconversion; Rehabilitation.

Transportation:

international industrial committees in inland transport set up by Governing Body of I.L.O., 555; meeting of committee, 1605; Canadian representation, 1746.

application in Canada of I.L.O. Draft Convention (No. 67) and Recommendations (Nos. 63, 64, 65 and 66) concerning road transport, 801, 802.

Canada—

control of all transport by Board of Transport Commissioners of Canada recommended by C.C. of L., 642.

cancellation of conventions during 1945 to relieve transportation systems, 1082.

amendment in N.S.S. Civilian Regulations *re* payment of transportation of transferred workers, 455.

movement of farm workers under Dominion-provincial plan (1945), 805, 806-7.

financial assistance in transportation of farm workers, 1750; Dominion-provincial plan explained by Minister of Labour, 454.

payment of travelling expenses of agricultural workers transferred to high priority industries, 269.

co-operation of railways in transference of farm labour commended by Deputy Minister of Labour, 1421.

strike of street railway workers on Pacific Coast for increased wage rates, 128.

control of property and assets of Montreal Tramways re-vested in Company, 1205.

recommendations of C.C. of L. *re* water transportation facilities, 642.

free transportation for members of armed forces recommended by T. and L.C., 638.

Man.: driver of street railway company's bus held liable for injury to workman employed by another company, 197; recommendations of T. and L.C., *re* Highway Traffic Act, 254.

See also Motor Transportation.

Travelling Boards:**Canada—**

established to interview 1945 university science graduates as technical personnel for armed forces, 5.

Trenton Steel Works:

report Commission appointed to inquire into plant shutdown, 114.

Truman, Harry S., President, United States of America:

announces government wage-price policy in transition period—relaxation of control of wages and salaries, 1624-26.

convenes Labour-Management Conference, 1774; attendance, 1775.

Unemployment:

preventive measures outlined in I.L.O. report on high employment in reconversion period, 1445-46.

Unemployment—Con.**Canada—**

Federal Government proposals concerning unemployment assistance, submitted to Dominion-Provincial Conference on Reconstruction, 1287, 1359; remarks of Hon. Stuart S. Garson, Premier of Manitoba, 1298.

monthly summary of employment and unemployment, 79, 201, 363, 561, 735, 887, 1035, 1220, 1366, 1555, 1700, 1848.

unemployment in trade unions (with chart and tables) as at December 31, 1944, 222; as at March 31, 1945, 758; as at June 30, 1945, 1242; as at September 30, 1945, 1722.

unemployment in trade unions during 1944, 226.

registration of unemployed men still required under N.S.S. regulations, 1420.

opportunities for employment in agriculture outlined by Minister of Labour, 1605.

registration of unemployed under N.E.S. recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

legislative recommendations of C.C. of L., 1406; of T. and L.C., 1405.

Australia: payment of weekly "re-employment allowances" provided under Re-establishment and Employment Act, 1743, 1744; administration of Unemployment and Sickness Benefits Act, 1743.

South Africa: unemployment benefits included in proposed scheme of social security, 603-4.

United Kingdom: provisions of proposed Distribution of Industry Bill, 812-13.

Unemployment Insurance:

application in Canada of Recommendations (Nos. 67 and 69) concerning social insurance, 800-802.

Canada—

Federal Government proposals submitted to Dominion-Provincial Conference on Reconstruction, 1288, 1359.

monthly report of activities of U.I.C. (with tables on registration, claims for benefit, and fund), 74, 185, 358, 530, 729, 878, 1028, 1212, 1355, 1545, 1686, 1833.

monthly report on unemployment insurance benefit (with tables), 74, 185, 359, 530, 729, 878-79, 1028-29, 1212-13, 1355-56, 1545-46, 1686-87, 1833-34.

monthly tabular report on U.I.C. contributions, 78, 188, 361, 533, 732, 881, 1031, 1215, 1358, 1549, 1689, 1836.

monthly report (with table) on insurance registrations, 75-76, 185, 358, 531, 729, 878, 1028, 1212, 1355, 1545-46, 1686, 1833.

digest of selected decisions of Umpire under Unemployment Insurance Act, 534, 733, 883, 1032, 1216, 1359, 1692, 1837.

arrears and special payments added to U.I.C. fund, 75.

historical review (with map) of establishment and functions of Unemployment Insurance Commission, 1209-11.

statistical sample data concerning employment and unemployment of insured persons, compiled by U.I.C. and D.B. of S., 362.

Unemployment Insurance—Con.**Canada—Con.**

- functions of Executive and Professional Employment Offices established under National Employment Service, 447.
- administration of Insurance Branch, U.I.C.—coverage, contribution, audit and claim division, 1363-65.
- relationship of employment offices to administration of unemployment insurance, 1550.
- inclusion of logging and lumbering industries under Act, 792, 882.
- statistics given by Minister of Labour in press interview, 1275.
- functions of advisory committees described in review of activities of U.I.C., 1210.
- renewal of unemployment insurance books, 358.
- Dominion-provincial agreements authorize training of persons referred by Employment Service of U.I.C., 1023.
- financial assistance in vocational training for gainful employment of persons directed to courses by U.I.C., 526.
- inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.
- change in unemployment insurance contribution regulations, 102, 878, 1359.
- contributions during 1944-45, 1764.
- government contributions to fund on behalf of veterans, 75.
- new regulations governing over-payment and under-payment of contributions, 878.
- amendment in contribution regulations, 102.
- wage rates of trainees in industry for contribution purposes, 126.
- increased benefit payments under fund as at December 31, 1944, 185.
- training of men and women in receipt of unemployment insurance benefit provided under plan of Departmental Committee on Post-War Training, 265, 266.
- staff training program, 1212.
- revocation of order requiring compliance of applicants for benefit with mobilization regulations, 1349, 1355.
- amendment in benefit regulations *re* delay in making application, 102.
- proof of compliance with N.S.S. Mobilization Regulations no longer required for benefit, 1278.
- payment of higher benefit rate to vocational trainees proposed in White Paper on *Employment and Income*, 619.
- remarks of R. J. Tallon, U.I.C., at Dominion-provincial conference, on extension of benefit to farm workers, 1768.
- increased benefit proposed for persons undertaking training, 729.
- maintenance of employment and consumption expenditures assisted by payment of benefits during reconversion period, 618.
- amount of fund created during 4-year period, 1209.
- unemployment insurance fund during 1944-45 reviewed by Minister of Labour, 1764.
- amount of fund as at December 31, 1944, 185; as at March 31, 1945, 729.

Unemployment Insurance—Con.**Canada—Con.**

- recommendations of C.C.C.L. *re* amendments in Act, 644; reply of Minister of Labour, 645; other recommendations, 1592.
- minimum weekly benefit payment recommended by affiliated unions of C.C. of L. and T. and L.C., 1413.
- amendments in Act requested by C.C. of L., 642.
- increased unemployment insurance benefits or payment of subsistence allowances, sought by T. and L.C., 638.
- U.S.A.: comparison with "dismissal" pay contributions and benefits, 139; provision for enlargement of benefits in proposed social security legislation, 814.
- See also* Employment Committees.

Unfair Labour Practices:**Canada—**

- views expressed at C.M.A. convention on right of employers to speak to employees *re* unionization, 1069, 1071.
- N.S.: legislative proposal of C.C. of L., 935.
- Sask.: prohibited under provisions of Trade Union Act, 128; recommendations under Act (1944), 353-54; order of Labour Relations Board in policemen's union case quashed, 1011-14.
- U.S.A.: decline in charges of unfair labour practices indicated in annual report of N.L.R.B., 452; enactment of anti-discrimination employment laws in New York, New Jersey, and Indiana, 453, 1610.
- See also* Discrimination.

Union Dues:

See Check-off.

Union Recognition:**Canada—**

- number of agreements in pulp and paper industry containing union recognition clauses, 542.
- study on union status in collective agreements in iron and steel industry—number of establishments and workers under agreements containing union recognition clauses, 1428.
- analysis of strikes for union recognition, 387, 391.
- decline in number of strikes over union recognition during 1944, 258.
- referred to in reports of Boards of Conciliation under W.L.R.R., 58, 62, 487, 488, 683, 968, 1157, 1178, 1481, 1483, 1491, 1497-98, 1648-50, 1651-52, 1815.
- recommendation of C.C.C.L., 644.
- Alta.: legislative proposals of Federation of Labour, 936.
- U.S.A.: decision of N.L.R.B. *re* collective bargaining by foremen's unions, 451.

Union Representation Votes:**Canada—**

- number of votes taken under W.L.R.B. during 1944-45, 610, 1273.
- procedure of W.L.R.R. in dealing with applications for certification and employees' votes, 260.
- referred to in "Reasons for Judgment" under W.L.R.R., 290-91, 668, 673, 674-75.
- amendment in W.L.R.R. recommended by C.C. of L., 641; by T. and L.C., 636.

Union Representation Votes—Con.

Que.: Court dismisses appeal and counter-appeal in case involving W.L.R.B., 1536; Superior Court refuses injunction against W.L.R.B. (National), 921.

Sask.: procedure under Trade Union Act, 128; recommendations under Act, 353-54.

U.S.A.: number of elections or pay roll checks conducted in 1944 as shown in annual report of N.L.R.B., 452; collective bargaining by foremen's unions, 451; agreement reached by N.L.R.B. between A.F. of L. and C.I.O. unions of Western Union Telegraph Company, 262.

Union Security:

Canada—

number of agreements in pulp and paper industry requiring workers to maintain union membership, 543.

Government policy on labour relations in Crown companies, 257.

analysis of strikes over various union questions, 258, 391.

recommendations of boards of conciliation, 138.

establishment of union security in steel industry recommended at meeting between Department of Reconstruction and United Steelworkers of America, 1079.

views expressed at C.M.A. conference, 1069. summary of bulletin on union security plans in Canada and United States, issued by Queen's University, 1608.

referred to in reports of Boards of Conciliation under W.L.R.R., 163, 320-25, 336-37, 492, 494, 495-500, 502-4, 507, 680, 681, 692, 694, 863, 967, 968, 970, 979, 1158, 1182, 1183, 1185-87, 1188, 1325-30, 1466-67, 1474-76, 1478, 1482, 1484, 1502-4, 1651-52, 1660, 1663-65, 1800-01, 1803-5, 1814.

recommendation of C.C. of L. *re* government policy in regard to Crown companies, 643; recommends amendment in W.L.R.R., 641; remarks of Minister of Reconstruction at presentation of Dominion legislative program, 643.

Man.: legislative resolution *re* W.L.R.R., 998.

U.S.A.: analysis of collective bargaining and union status, 798; effect of second "escape period" in maintenance-of-membership agreements, 9.

Union Shop:

Canada—

definition, 138, 1427.

analytical study of union status in collective agreements in iron and steel industry (1945), 1426-44, 1613.

number of agreements in pulp and paper industry requiring workers to join and maintain union membership, 543.

recommendations of boards of conciliation, 138.

Government policy on labour relations in Crown companies, 257.

62533—8½

Union Shop—Con.

Canada—Con.

referred to in reports of Boards of Conciliation under W.L.R.R., 44-47, 48-51, 162-63, 170, 173-75, 310, 312, 335, 336-37, 338, 339, 489-90, 495-500, 502-4, 505-6, 509, 511, 681, 688, 692, 698, 705, 708, 709, 710, 850, 853-57, 859, 863, 968, 970, 976, 979, 1154, 1183, 1185-87, 1188, 1325-30, 1331, 1334, 1466, 1478, 1491, 1492, 1496, 1647-48, 1648-50, 1654, 1656, 1658, 1663, 1667-68, 1793, 1811-13.

N.S.: legislative proposal of C.C. of L., 935.

Ont.: compulsory union shop provisions under permanent Labour Code urged by C.C. of L., 935.

U.S.A.: number of trade unionists employed under union-shop agreements, 799.

U.S.S.R.:

participation in I.L.O. urged by delegates at 95th session of Governing Body, 947. remarks of delegate to annual conference of British T.U.C., 1595.

Canada-U.S.S.R. pact recommended by C.C. of L., 640.

United Mine Workers of America:

wage "fringe" increases and other demands of bituminous coal miners, 453.

United Nations Bank of Reconstruction and Development:

See International Bank for Reconstruction and Development.

United Nations Conference on International Organization:

review of Canadian report on proceedings, 1749.

United Nations Organization (U.N.O.):

recommendation of report on international cartels, 1614, 1619-20.

United Nations Relief and Rehabilitation Administration (UNRRA):

increased support by Governments of United Nations urged by Committee on Post-War Reconstruction at World Trade Union Conference, 559.

remarks of Frank Munk, Director of Personnel, Training for UNRRA, at meeting of Canadian Institute on Public Affairs, 1353.

United Rubber Workers of America:

fine imposed by union on "wildcat" strikers deducted from wages, 129.

United Steelworkers of America:

confer with Department of Reconstruction on post-war recommendations, 1079. representation at World Trade Union Congress, 1.

University Advisory Board:

recommendations of Board concerning relaxation of mobilization regulations, 803.

University of Toronto:

publication of lectures on industrial accidents, 1612.

Universities:

- Canada—
 collective bargaining for university professors opposed by representative of Canadian universities, 261.
 universities and the veteran—recommendations of Royal Commission on Veterans' Qualifications, 1622.
 establishment (and membership) of committee on university training for veterans, 797.
 post-war intentions of veterans revealed in pre-discharge interviews, 1771.
 number of discharged personnel desiring university education given in report on post-war intentions of veterans, 1275.
 percentage of veterans to attend universities, 1605.
 provision of extra grant to married veterans attending university, 1412.
 supplementary university grants to ex-service personnel, 1082.
 amendment in Post-Discharge Re-establishment Order *re* post-graduate university courses for discharged personnel, 192; new section under Order *re* payment of grant for university course, 1003.
 change in N.S.S. procedure *re* female university students, 6.
 establishment of travelling boards to interview 1945 university science graduates as technical personnel for armed forces, 5.
 inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.
 establishment of committee under Vocational Training Advisory Council to advise on veterans' credits in universities, 522.
 temporary summer employment of university undergraduates in science and engineering courses, 449.
 proceedings of 2nd annual convention of Maritime Labour Institute sponsored by Institute of Public Affairs of Dalhousie University, 815.
 relaxation of N.S.S. Mobilization Regulations governing students, 803.
 Department of Industrial Relations organized at Laval University, 1083.
 Ont.: establishment of Universities' Adult Education Board authorized under Department of Education Act, 1608.
 United Kingdom: establishment and functions of Khaki university of Canada, 1410; university courses for trade union officials, 1609.
 U.S.A.: special training in industrial relations given by University of Chicago, 130.
See also Cornell University; Queen's University; Laval University; University of Toronto.

Vacations With Pay:

- Canada—
 discontinuance of Dominion wartime regulations affecting provincial jurisdiction over holidays with pay, proposed in Federal Government brief to Dominion-Provincial Conference on Reconstruction, 1289.
 regulations under Reinstatement in Civil Employment Act, 131-34, 193.

Vacations With Pay—Con.

- Canada—Con.
 policy of N.W.L.B. on two weeks' vacation with pay, 127.
 applications for vacations with pay given in tabular report of N.W.L.B. on wage statistics, 647.
 statistical statement by Minister of Labour on applications received under national and regional war labour boards, 1766.
 decisions of N.W.L.B. *re* vacations with pay, 27, 33, 143, 146, 148, 148-49, 150, 151, 278, 279, 280, 283, 471, 651, 653, 655, 660, 824, 824-25, 954, 1108, 1109, 1115-16, 1117, 1315, 1317, 1635, 1638, 1779, 1783, 1785.
 number of workers accorded vacations with pay, 614.
 number of workers receiving holidays with pay revealed by Minister of Labour, 639.
 referred to in reports of Boards of Conciliation under W.L.R.R., 55, 60-62, 687, 717, 967, 970, 1142, 1144, 1477-78, 1645, 1651-52, 1814.
 provisions of agreements in pulp and paper industry, 549.
 regulations under Ontario Hours of Work and Vacations With Pay Act reviewed at C.M.A. conference, 1071.
 paid vacations for all wage-earners sought by C.C.C.L., 1593; recommendation, 644.
 remarks of Pat Conroy at presentation of Dominion legislative program of C.C. of L., 642.
 two weeks' holidays with pay recommended by T. and L.C., 637; urges incorporation of I.L.O. draft convention on holidays with pay for seamen, under Canada Shipping Act, 638.
 Alta.: holidays with pay for all employees in coal mining industry provided under Labour Welfare Act, 915; compulsory provision of holidays with pay recommended by Federation of Labour, 936.
 B.C.: non-adoption of Bills to amend Coal Mines Regulation Act, and to provide holidays with pay for all workers other than agricultural, 1204; two weeks' vacation with pay for all workers urged by T. and L.C., 255.
 Ont.: regulations under Hours of Work and Vacations with Pay Act, 1698, 1844; two weeks' vacation with pay recommended by C.C. of L., 935; amendments in Hours of Work and Vacations With Pay Act recommended by T. and L.C., 253.
 Que.: holidays with pay for all workers urged by C.C.C.L., 441.
 Sask.: new order under Public Service Act restores annual holiday of 3 weeks with pay to certain employees of Public Service, 917.
 Australia: regulations under Annual Holidays Act (1944) in New South Wales, 943.
 United Kingdom: Wages Councils may recommend annual vacations with pay beyond one week under provisions of bill to establish national wage structure, 129; enactment of Act as amended, 874.
 U.S.A.: report on paid-vacation clauses in union agreements, 614; woodworkers' union awarded extended vacation with pay by N.W.L.B., 1085.

Vehicles:

Canada—

- war production plans for armoured and automotive vehicles outlined by Minister of Munitions and Supply, 791.
- See also* Motor Transportation.

Veterans:

Canada—

- activities of Department of Labour relating to rehabilitation of war veterans, 621, 1086, 1087, 1771, 1772, 1773.
- rehabilitation measures outlined in brief submitted by Federal Government to Dominion-Provincial Conference on Reconstruction, 1289.
- conference of Vocational Training Advisory Council—veterans' credits (in industry and universities) 522, (in apprenticeship) 524; exemption of training allowances from income tax, 522; pre-matriculation classes, 522; enrolment for rehabilitation training, 523; training of ex-service women, 523; training facilities of Department of Veterans Affairs, 525; equipment for training, 525.
- number of agreements in pulp and paper industry containing guaranteed reinstatement and maintenance of seniority clauses, 545.
- placement in peacetime employment detailed in statement issued by Prime Minister, 808-10.
- radio address of Minister of Labour on re-establishment policy—rehabilitation program, 1086; training plants, reinstatement in civil employment, handicapped veterans (employment and compensation), 1087; outlines post-war training program, 1023; on functions of veterans placement division of the Employment Service, 623, 1757; statement on reinstatement of school teachers in former employment, 262.
- employment of discharged personnel discussed by Associate Director (Essential Civilian Services) at meeting of N.S.S. Administration Board, 251.
- regulations under Reinstatement in Civil Employment Act, 131-34; application of Act to Canadians in forces of United Nations, 1349.
- regulations under War Service Grants Act (1944), 101-2.
- first meeting of Royal Commission on Veterans' Qualifications, 796; interim report of Commission, 940; recommendations, 1621-22.
- functions of Government Services Selection and Release Committee, 1205.
- establishment and functions of Interdepartmental Committee on Rehabilitation, 1205.
- membership of Industrial Selection and Release Committees, 1077-78.
- establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of veterans, 265.
- appointment of "Committee on Education Overseas" to consider applications for training courses before repatriation to Canada, 1274.
- establishment (and membership) of committee on university training for veterans, 797.

Veterans—Con.

Canada—Con.

- payment of benefits and grants under Post-Discharge Re-establishment Order, 6, 450.
- veterans' child granted allowance during schooling up to 19 years of age, 914.
- amendment in War Service Gratuity Regulations *re* payment of gratuity to dependents of deceased service personnel, 1003.
- new section under Post-Discharge Re-establishment Order *re* payment of grant for university course, 1003.
- supplementary university grants to ex-service personnel, 1082.
- provision of extra grant to married veterans attending university, 1412.
- workmen's compensation for war veterans receiving military disability pension, 1530.
- order governing pension benefits for female members of armed forces, 191.
- wage rates for trainees in industry, 125.
- ineligibility of certain personnel for preference in Civil Service appointments, 1697.
- amendment in regulation governing appointment of veterans to Civil Service extends preference to persons who served in war against Japan, 1205.
- facilities for ex-service men and women under N.E.S., 1550.
- employers' plans for veterans' reinstatement, 1603-4.
- employment plans revealed in pre-discharge interviews, 1275, 1605.
- post-war intentions of veterans indicated in figures released by Department of Veterans Affairs, 1275.
- plan of Pacific Mills Limited for reinstatement of company's returned servicemen, 1415.
- training of counsellors to assist in rehabilitation of veterans, 5, 190.
- rehabilitation training under C.V.T., 183, 519, 1126, 1343, 1541, 1682, 1828.
- pre-matriculation training under C.V.T., 355, 1828.
- procedure for discharge of men from armed forces, 810-11.
- rehabilitation arrangements described at C.M.A. conference, 1072.
- opportunities for employment and re-establishment in agriculture, 1605.
- top labour priority in hospital construction, 1762.
- requirements of W.B.T.P. in placement of technical employees discharged from armed forces, 127.
- exemption of discharged navy personnel on duty in international waters, from call-up under N.S.S. Mobilization Regulations, 135.
- call-up of men discharged from armed forces (who have not served outside Canada) under N.S.S. Mobilization Regulations, 135.
- amendment in N.S.S. Mobilization Regulations *re* medical examination of naval and air force personnel subject to call-up for army training, 269.
- certain income brackets under jurisdiction of Executive and Professional Employment Offices, 447.
- review of manual to assist job placement of ex-naval personnel, 1608.

Veterans—Con.**Canada—Con.**

booklet entitled "Dismiss—But What of a Job", 1083, and bulletin on provision of vocational training for ex-service personnel, 1121, issued by Department of Labour.

education, training and guidance for returned men and women requested by C.C. of L., 640; policy *re* seniority rights of service men, 640.

increased clothing allowances to demobilized members of armed forces sought by T. and L.C., 638.

B.C.: recommendation of Federation of Labour to government-labour committee appointed to study legislative proposals, 797.

Ont.: establishment of Training and Re-establishment Institute, 1026; provisions of Veterans' Housing Act (1945), 1697; amendment in Public Health Act *re* employment of war veterans, 1698; Dominion-provincial co-operation *re* vocational training of veterans urged by C.C. of L., 935.

P.E.I. revised regulations under Electrical Inspection Act *re* journeymen's licences, 1533.

Australia: provisions of Re-establishment and Employment Act, 1743; report on vocational guidance for disabled veterans, in New South Wales, 811.

New Zealand: annual report of Rehabilitation Board, 1681.

U.S.A.: Selective Service regulations governing reinstatement in former employment, 1609; application of veterans' protection clauses in union agreements, 263; co-operation of labour and veterans' organizations in development of collective bargaining programs urged at National Conference on Labour Legislation, 200; policies and procedures of re-employment and re-training under Chicago University instruction program, 130; physical impairment and job performance in services' departments, 1447.

Veterans Affairs, Department of:

administrative set-up and rehabilitation facilities described at conference of Vocational Training Advisory Council, 525.

representation on Regional Selective Service Advisory Boards, 101.

Veterans' Credits:

See Re-establishment Credits.

Veterans' Dual Service Pension Order:

addition to order grants veterans' child allowance during schooling up to 19 years of age, 914.

Veterans' Health and Occupational Centre (Canada):

establishment, 1412.

Veterans' Insurance:

Canada—
applications received during six-month period, 1274.

Veterans' Insurance Act:

provisions, 450.

Veterans' Land Act:

provisions, 1769.

post-war intentions of veterans indicated in pre-discharge interviews, 1275, 1771.

number of discharged personnel requesting land settlement, given in report on post-war intentions of veterans, 1275.

V-E Day:

observance of V-E Day in Canada—statement of Rt. Hon. W. L. Mackenzie King, Prime Minister, 609.

V-J Day:

statement by Hon. Humphrey Mitchell, Minister of Labour, 1269.

Victory Pledge:

Declaration of World Trade Union Conference on "Furtherance of the Allied War Effort", 557-58.

Vocational Education:

See Education; Training.

Vocational Guidance:**Canada—**

organized vocational guidance program proposed in Federal Government brief submitted to Dominion-Provincial Conference on Reconstruction, 1239.

inquiry into co-ordination of vocational guidance plans of schools and universities and Special Placements Division of the Employment Service, 529.

remarks of Supervisor of Special Placements, U.I.C., at conference of National and Regional Employment Committees, 75.

N.S.: qualifications of guidance counsellors outlined in report of Royal Commission on Provincial Development and Rehabilitation, 1262.

Que.: observation of various types of occupations as part of school's vocational guidance program, 128.

Australia: report on vocational guidance for disabled veterans, in New South Wales, 811.

Vocational Training:

application in Canada of I.L.O. Recommendation (No. 57), 801, 802.

Canada—

post-war intentions of veterans indicated in pre-discharge interviews, 1771.

N.S.: annual report of Department of Labour, 1408.

Sask.: regulations under Teachers' Superannuation Act, 353.

United Kingdom: establishment and functions of Khaki university of Canada, 1410.

See also Canadian Vocational Training; Training.

Vocational Training Advisory Council:

meeting, 261.

proceedings of conference, 522-25.

Vocational Training Co-ordination Act:

- wage rates for veterans training in industry under provisions of, 125.
- regulations under Wartime Wages Control Order governing wage rates of trainees under C.V.T., 192.
- provision for Dominion-provincial agreements covering vocational training, 1023.
- financial assistance for vocational training on secondary school level, 526.
- financial assistance in training for gainful employment, of persons directed to courses by U.I.C., 526.

Voting:

See Elections.

Wage Control:

Canada—

- Federal Government proposal submitted to Dominion-Provincial Conference on Reconstruction, 1239, 1291.
 - amendment in Wartime Wages Control Order, 125.
 - administration and procedure under Wartime Wages Control Order discussed at conference of chief executive officers of War Labour Boards, 450.
 - postponement of conference on minimum wage schedules, 257-58.
 - continuance of wage control to prevent inflation indicated by Minister of Labour in press interview, 1275; reviews wage policy, 1760.
 - regulations under Wartime Wages Control Order governing wage rates of trainees under C.V.T., 192.
 - recommendation of C.C.C.L. *re* Wartime Wages Control Order, 644; reply of Minister of Labour to proposals *re* application of Wartime Wages Control Order, 645.
 - amendments in government wage control policy (P.C. 9384) recommended by C.C. of L., 641; legislative recommendations, 1407.
 - Government policy criticized by T. and L.C., 1405; recommends amendments in Wartime Wages Control Order, 67.
 - recommendations of affiliated unions of C.C. of L. and T. and L.C., 1414.
 - U.S.A.: relaxation of control of wages and salaries announced by President Truman, 1624-26; recommendations of N.W.L.B. on wage policy, 452.
- See also Wartime Salaries Order.

Wages:

Canada—

- Federal Government seeks ratification of I.L.O. convention *re* wage statistics, 1604.
- index numbers (with table) of wage scales in Canada (1901-1944), 1424-25.
- proposals of Dominion Government *re* maintenance of high level of income submitted to Dominion-Provincial Conference on Reconstruction, 1283; remarks of Prime Minister *re*, 1282.
- table showing estimated distribution of wage and salary workers in civilian and war industries for period October 1, 1939, to October 1, 1944, 268.

Wages—Con.

Canada—Con.

- analytical study of collective agreements in pulp and paper industry—wage schedules, rates for new jobs and transferred workers, women's wages, handicapped workers, 550; dismissal wage, 551.
- regulations under Reinstatement in Civil Employment Act governing wage increases, 131-34, 193.
- wages in the primary textiles industry in 1944 (supplement, October, 1945), 1424.
- strike of street railway workers on Pacific coast for increased wage rates, 128.
- analysis of strikes caused by wage demands, 387, 391.
- wage policy reviewed by Minister of Labour, 1760-61, 1765, 1766.
- amendment to Wartime Salaries Order, 4-5.
- tabular report of N.W.L.B. on wage statistics—salaries and wages, and index numbers of wage rates, 646; applications for wage increases, 647.
- statistical statement by Minister of Labour on applications for wage increases under national and regional war labour boards, 1766.
- referred to in reports of Boards of Conciliation under W.L.R.R., 685, 716-17, 1142, 1144, 1189, 1477-78, 1485, 1645, 1656, 1661, 1811-13, 1814, 1815.
- wages of Home Aides, 1623.
- wages of prisoners of war employed on farms in Western Canada, 806.
- recommendation of Dominion-Provincial Western Farm Labour Conference *re* soldiers detailed to Farm Duty, 806.
- wage rates (training compensation) for veterans training in industry, 125.
- amount of soldier workers' earnings under Farm Duty Plan paid to Red Cross Society during 1944, 269.
- regulations under Wartime Wages Control Order governing wage rates of trainees under C.V.T., 192.
- D.B. of S. report on wages and salaries in meat-packing industry (1943), 71.
- C.C. of L. recommends amendments in government wage control policy, 641; requests lay-off pay in war plants, 640; legislative recommendations, 1406.
- provision of reconversion pay during transition period recommended by T. and L.C., 1405.
- severance pay for laid-off war workers recommended by affiliated unions of C.C. of L., and T. and L.C., 1413.
- B.C.: industrial payrolls and wages (1942-44), 1740, 1742; amendment in Small Debts Courts Act, 1203; increased wage schedule for female workers and teachers recommended by T. and L.C., 255.
- Man.: schedule of rates for public and certain private construction works, 1004-7.
- N.S.: annual report of Department of Labour, 1407; recommendation of Royal Commission on Provincial Development and Rehabilitation, 1261.
- Ont.: wage rate of prisoners of war employed on farms, 449.

Wages—*Con.*

Que.: amendments in Code of Civil Procedure *re* garnishment of wages, 1529; Court holds one-third of wages, irrespective of deductions, attachable for debt, 1538.

New Zealand: review of The Rates of Wages Emergency Regulations, 600.

United Kingdom: introduction of bill to establish national wage structure—provisions of Wages Councils Bill designed to abolish “sweated” industries and to fix “statutory minimum remuneration” and vacations with pay, 129; enactment of Act as amended, 874; improved working conditions urged by T.U.C. in report on post-war policy of trade unions, 8.

Yukon Territory: amendment in Woodmen's Lien Act, 1842.

U.S.A.: study of guaranteed annual wage ordered by President Roosevelt; survey of plans by Bureau of Labour Statistics, 451; survey of dismissal-pay provisions in union agreements, 139; recommendation of National Conference on Labour Legislation *re* wage increases, 200; limitation of wage increases recommended in report of N.W.L.B., 452; wage “fringe” increases demanded by U.M.W.A., 453; fine imposed by union (U.R.W.A.) on “wildcat” strikers deducted from wages, 129; proceedings of labour-management conference, 1775; C.I.O. union penalizes members for slowdown in munitions plant in effort to force wage increase, 614; payment of wage increases under veterans' protection clauses in union agreements, 263; wage rates for domestic workers in New York, 615.

Japan: increased earnings indicated in report on labour conditions, 1620.

See also Fair Wages; Guaranteed Wage; Incentive Wage Plans; Payrolls; Salaries.

Wages Councils:

United Kingdom—

provisions of Wages Councils Bill designed to abolish “sweated” industries and to fix “statutory minimum remuneration” and vacations with pay, 129; enactment of Act as amended, 874.

Wagner Act:

See National Labour Relations Board (U.S.A.).

Walsh, T. R., Chief Enforcement Officer, National Selective Service:

outlines plan for employment of ex-service personnel, at C.M.A. conference, 1073. remarks at meeting of Administration Board on legal set-up of N.S.S. and Employment Offices, 248; at conference of National and Prairie Regional Employment Committees, 75.

War Assets Corporation:

policy reviewed in brief of Federal Government submitted to Dominion-Provincial Conference on Reconstruction, 1290.

provisions of Order authorizing purchase of equipment and buildings required by C.V.T., from the corporation, 875.

War Contracts:

Canada—

policy *re* termination of war orders outlined in White Paper on *Employment and Income*, 620.

administration of Fair Wages and Hours of Labour Act (1935) *re* employment on western defence projects, 1413.

War Damages:

See Compensation.

War Effort:

Declaration of World Trade Union Conference on “Furtherance of Allied War Effort”, 558; remarks of Canadian delegate on Dominion's contribution, 558.

United Kingdom: summary of White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 14-17.

War Employment:

See Employment.

War Food Administration (U.S.A.):

review of farm labour program, 20.

War Industries:

Canada—

production of munitions for United States, 127.

decline in war employment forecast in review of man-power situation during 1944, 269.

extension of order governing income tax adjustments for persons from abroad engaged in essential war work, 191.

return to normal working hours in war industries favoured by Department of Labour, 1269.

lay-off pay in war plants requested by C.C. of L., 640.

Ont.: application of Hours of Work and Vacations With Pay Act to war industries, 1607, 1698; extension of technical education facilities to war workers recommended by T. and L.C., 252.

“War Industry Reservists”:

Canada—

definition, 136.

creation of labour reserve in base metal mines indicated by Minister of Labour in review of man-power situation, 625.

War Man-power Commission (U.S.A.):

representation at meeting of Administration Board of N.S.S. (Canada), 246-52.

War Plants:

See War Industries.

War Production:

report of Combined Production and Resources Board, 1599-1600.

Canada—

plans for continued war production until defeat of Japan outlined by Minister of Munitions and Supply, 791.

U.S.A.: termination of War Production Drive established to encourage formation of labour-management production committees, 1415.

See also Production.

War Production Board (U.S.A.):

replacement by Civilian Production Administration, 1611.

report on industrial conservation of eyesight, 615.

War Service Bonus:

See Bonus.

War Service Grants Act (1944):

regulations, 101-2.

War Service Gratuities:

Canada—

regulations under War Service Grants Act (1944), 101-2.

amended regulations, 194.

amendment in regulations *re* payment of gratuity to dependents of deceased service personnel, 1003.

inclusion of merchant seamen, and firemen who volunteered for overseas service, under provisions of Act, urged by T. and L.C., 638.

War Supplies:

Canada—

review (with tables) of war production record issued by Minister of Munitions and Supply, 11-13.

procedure *re* termination of contracts and disposal of surplus supplies outlined in White Paper on *Employment and Income*, 620.

continued production of miscellaneous military stores, 791.

procurement of equipment and tools for rehabilitation training described by Procurement Officer of C.V.T., 525.

Man.: prevention of profiteering and wastage in sale of salvaged war materials sought by T. and L.C., 255.

War Veterans:

See Rehabilitation; Veterans.

War Veterans' Allowance Act (1930):

grants veterans' child allowance during schooling up to 19 years of age, 914.

War Widows:

See Widows..

War Workers:

application in Canada of I.L.O. Recommendation (No. 68) concerning income security and medical services for persons released from employment, 800-802.

War Workers—Con.

Canada—

post-war training programs outlined by Minister of Labour, 1023.

establishment of Departmental Committee on Post-War Training to co-ordinate training and placement of war workers, 265.

establishment of Inter-departmental Committee on Rehabilitation to consider and report on re-establishment of war workers in civilian industry, 1205.

refresher courses for stenographers under N.E.S. plan, 1120.

number of war workers as at October 1, 1944, 267, 269.

conference of Vocational Training Advisory Council—progress report of Director of C.V.T., 522; pre-employment classes, 522; plant schools, 523; supervisory training, 523, 524; training-on-the-job, 523.

United Kingdom: man-power policy in Great Britain after defeat of Germany, outlined in White Paper, 270.

Wartime Bureau of Technical Personnel:

appointment of J. M. Dymond, as Director, 1274.

directs survey of technically trained persons to be placed in post-war industry, 1101.

functions reviewed by Minister of Labour, 1762.

provisions of order governing control of employment of technical personnel reviewed in historical summary of N.S.S. Civilian Regulations, 626.

establishment of travelling boards to interview 1945 university science graduates as technical personnel for armed forces, 5.

use of priority schedule in allocating technical workers revealed by Associate Director (Priorities) at meeting of N.S.S. Administration Board, 249.

monthly report on activities, 1606.

permit required for employment of technical personnel discharged from armed forces, 127.

placement of university undergraduates in science and engineering courses in temporary summer employment, 449.

Wartime Controls:

recommendations contained in I.L.O. report on high employment in reconversion period, 1445.

Canada—

maintenance of certain controls in post-war period affirmed in White Paper on *Employment and Income*, 619.

Federal Government policies for transition period presented in brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.

retention of man-power controls during 1945, 267.

summary of wartime controls still in effect, 1421.

man-power controls amended, 454-58.

Wartime Controls—Con.**Canada—Con.**

- relaxation of certain man-power controls—military call-up, postponements, university students, labour exit permits, 803; compulsory transfer orders, 803-4; employment of women, 804.
- relaxation of man-power controls—text of letter distributed by Department of Labour to trade unions and employers on withdrawal of controls *re* employment "freeze", compulsory transfer orders, farm labour, advertising, 1276-77; comments of Minister of Labour on acceptance of wartime controls, 1277-78.
- remarks of Minister of Labour on continuance of employment controls, 623; on wartime controls in the transition period, 1088.
- early abolition of certain controls indicated by Minister of Labour in press interview, 1275.
- W.P.T.B.—wartime controls reviewed in annual report, 596-600; developments in policy governing controls in transition period, 1088; review of price control policy, 1883, 1887.
- gradual relaxation in transition period suggested at Dominion-provincial farm labour conference, 21.
- control of advertising relaxed, 1600.
- removal of restrictions on teachers, 625.
- retention of necessary controls during transition period advocated by C.C. of L., 640.
- establishment of employer-employee agency to direct withdrawal of wartime controls recommended by T. and L.C., 637; remarks of Minister of Finance, 639; favours relaxation of man-power controls, 1405.
- United Kingdom: modification of man-power controls anticipated in White Paper, 270.
- U.S.A.: relaxation of control of wages and salaries announced by President Truman, 1624-26.

Wartime Housing Limited:

functions, 1769.

Wartime Labour Relations Board (National):

- applications for certification, 34, 152, 285, 475, 663, 828, 961, 1127, 1318, 1458, 1639, 1787.
- monthly reports of conciliation proceedings, 37, 156, 297, 483, 676, 844, 963, 1131, 1323, 1461, 1641, 1791.
- procedure in dealing with applications for certification and employees' votes, 260.
- amendment to Regulations *re* reduction in membership, 353.
- amendment to Regulations *re* election or appointment of substitute bargaining representative, 827.
- applications for certification received during period March, 1944, to August, 1945, 1273.
- number of applications for certification received March 20, 1944, to December 30, 1944, 123.
- certifications under Labour Code during 1944-45, 610; during 1944, 795.

Wartime Labour Relations Board (National)—Con.

- certifications handled by national and provincial Wartime Labour Relations Boards during 1944-45, 610.
 - conciliation proceedings under Labour Code during 1944, 795.
 - public hearing of Board on status of professional and scientific workers under regulations, 2.
 - application of regulations to professional and scientific personnel, 261.
 - institution of pending proceedings in Ontario Labour Court before national or provincial boards, 191.
 - resignation of W. H. Browne from membership on, 129.
 - resignation of Mr. Justice J. N. Francoeur, and appointment of A. H. Brown, as vice-chairman of Board, 795.
 - Quebec Superior Court refuses injunction against Board, 921.
 - extract from secretary's address presented at annual convention of Maritime Labour Institute, 816.
 - resignation of Rene Harmegnies and appointment of Gerard Picard, as C.C.C.L. representative on W.L.R.B., 1274.
 - recommendation of C.C.C.L., 1592.
 - B.C.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74.
 - Man.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74.
 - N.B.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74.
 - N.S.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74; appointment of V. C. MacDonald as chairman, 6.
 - Ont.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74; institution of pending proceedings in Labour Court before national or provincial boards, 191; review of operations of provincial Board presented by chairman at C.M.A. conference on employer-employee relations, 1070.
 - Que.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74; Court dismisses appeal and counter-appeal in case involving W.L.R.B., 1536.
 - Sask.: applications for certification received by provincial Board during period March, 1944 to August, 1945, 1273-74.
- Wartime Labour Relations Regulations:**
- amendments proposed by Federal Government in brief submitted to Dominion-Provincial Conference on Reconstruction, 1289.
 - statement of Minister of Labour on proposed amendment of Labour Code, 795.
 - effect of regulations in reducing time-loss from strikes, 123.
 - administration outlined by Minister of Labour in review of wartime activities of the Department, 1760.

Wartime Labour Relations Regulations

—Con.

recommendations of Boards of Conciliation on union security, 138.
 amendment *re* reduction of membership of W.L.R.B. (National), 353.
 views expressed at C.M.A. conference, 1069-71.
 amendments in Order recommended in legislative resolution, 998.
 amendment *re* election or appointment of substitute bargaining representative, 827.
 public hearing of W.L.R.B. on status of professional and scientific workers under regulations, 2.
 application of regulations to professional or scientific personnel, 261.
 number of certifications granted during 1944 by National and provincial boards—disposition of applications, 795.
 certifications handled by National or provincial Wartime Labour Relations Boards during 1944-45, 610.
 number of applications for certification received March 20, 1944 to December 30, 1944, 123.
 number of Boards of Conciliation established during 1944, 795.
 monthly reports on applications for certification, 34, 152, 285, 475, 663, 828, 961, 1127, 1318, 1458, 1639, 1787.
 monthly reports of conciliation proceedings, 37, 156, 297, 483, 676, 844, 963, 1131, 1323, 1461, 1641, 1791.
 number of industrial disputes settled during period March, 1944 to November, 1945, 1754.
 references in reports of Boards of Conciliation: absenteeism, 313, 681, 1142; arbitration, 164, 333, 859, 967, 968, 1140, 1154, 1166, 1188, 1466-68, 1472-75, 1476-77, 1481, 1483, 1489-90, 1491-92, 1648-50, 1661, 1800-01, 1803-4; bonuses, 311, 1661; canteen privileges, 850; certification, 696-97, 848-49; check-off, 44-47, 48-51, 58, 62, 162-63, 164-65, 167, 170, 173-75, 301, 307, 310, 312, 314, 318, 319-20, 327, 333, 335, 336-37, 339-40, 340-41, 488, 489-90, 494-95, 495-500, 501, 502, 502-3, 505-6, 509, 511-12, 680, 681, 692, 694-95, 700, 702, 705, 708, 709, 710, 715, 850, 859, 967, 970, 971, 976, 984, 1147, 1154, 1183, 1185-87, 1188, 1191, 1325-30, 1332, 1334, 1466, 1469, 1471, 1478, 1485, 1489-90, 1491-92, 1496, 1502-4, 1647-48, 1648-50, 1652, 1654-55, 1657-58, 1658-59, 1660, 1663-65, 1665-66, 1793-95, 1803-4, 1805-6, 1811-13; closed shop, 314, 317-18, 1660; collective agreements, 486-88, 490, 491, 493, 494, 500-01, 502-4, 509, 696-97, 698, 705, 708, 715, 849, 851, 853-56, 857, 863, 1134-47, 1154, 1155, 1182, 1184-85, 1464, 1471, 1477-78, 1480, 1485-89, 1490, 1644, 1653, 1655-56, 1793, 1798-1800, 1815-16; collective bargaining, 495, 500, 507-8, 716; conditions of employment, 163-64, 321-25, 328-31, 679, 687, 688, 1140-41, 1815; cost-of-living bonus, 52, 314-16; discrimination, 312, 1140; equal pay, 55, 688, 1499; full employment and job security, 1477-78; grievance procedure, 59, 62, 302, 304-6, 313, 488, 492, 493, 509, 510, 683, 859, 967, 970, 1136, 1140, 1142-43, 1154, 1166, 1180,

Wartime Labour Relations Regulations

—Con.

1189, 1476-77, 1500, 1504, 1644, 1648-50, 1651-52, 1659, 1661, 1663-65, 1798-94; group insurance, 687; guaranteed annual wage, 1477-78; guaranteed employment, 1477-78; holidays, 55, 685, 702, 716-17, 1141, 1645, 1661, 1815; hospitalization, 687; hours of labour, 55, 60, 301, 313, 507, 509, 511, 684, 853, 1142, 1191, 1498, 1644-46, 1648, 1659, 1809, 1815; Industrial Councils, 500; insurance, 53, 687; intimidation, 58, 62, 487, 488; labour-management production committees, 859; lay-offs, 1140, 1478, 1498, 1502, 1654, 1659, 1661, 1805-6; maintenance of membership, 54, 57-58, 163, 164-66, 301, 307, 314, 317-18, 319-20, 325, 333, 340-41, 487, 488, 490, 495-500, 501-2, 503, 505-6, 680, 694, 698, 702, 708, 715, 853-57, 864-66, 968, 976, 1147, 1155, 1185-87, 1191, 1325-30, 1332, 1334, 1469, 1471, 1489-90, 1652, 1667-68, 1801-2, 1805-6; management, 509; occupational classifications, 311, 491; overtime, 55, 301, 511, 684, 702, 1142, 1498, 1809, 1815; pensions, 53; preferential shop, 1813; premium rate for "dirty work", 970; off-shift premiums, 1651-52; merit raises (promotions), 491, 493, 1140, 1654; rest periods, 509, 1646, 1648; reinstatement of veterans, 1142, 1478, 1491, 1493-94, 1495, 1802-4; safety committees, 679, 858; seniority, 42, 43, 60, 63, 313, 492, 493, 507, 509, 510, 679, 685, 694, 709, 710, 851, 859, 970, 1169, 1189, 1190, 1335, 1476, 1478, 1484-85, 1493-94, 1495, 1498, 1502-3, 1647-48, 1654, 1659, 1661, 1802-4, 1805-6, 1815; shifts, 1141, 1651-52; sickness insurance, 687; slow-downs, 311, 332; strikes or lockouts, 311, 332, 705, 708, 1189; union recognition, 58, 62, 487, 488, 683, 968, 1157, 1178, 1481, 1483, 1491, 1497-98, 1648-50, 1651-52, 1815; union security, 163, 320-25, 336-37, 492, 494, 495-500, 502-4, 507, 680, 681, 692, 694, 863, 967, 968, 970, 979, 1158, 1182, 1183, 1185-87, 1188, 1325-30, 1466-67, 1474-76, 1478, 1482, 1484, 1502-4, 1651-52, 1660, 1663-65, 1800-01, 1803-5, 1814; union shop, 44-47, 48-51, 162-63, 170, 173-75, 310, 312, 335, 336-37, 338, 339, 489-90, 495-500, 502-4, 505-6, 509, 511, 681, 688, 692, 698, 705, 708, 709, 710, 850, 853-57, 859, 863, 968, 970, 976, 979, 1154, 1183, 1185-87, 1188, 1325-30, 1331, 1334, 1466, 1478, 1491, 1492, 1496, 1647-48, 1648-50, 1654, 1656, 1658, 1663, 1667-68, 1793, 1811-13; vacations with pay, 55, 60, 687, 717, 967, 970, 1142, 1144, 1477-78, 1645, 1651-52, 1814; wages, 685, 716-17, 1142, 1144, 1189, 1477-78, 1485, 1645, 1656, 1661, 1811-13, 1814, 1815; working conditions, *see* conditions of employment.
 references in "Reasons for Judgment": bargaining representatives, 292, 482, 666, 667, 669, 830, 831, 836, 837, 839, 841, 842, 1129, 1130, 1320, 1322, 1460, 1640; collective agreements, 480, 480-81, 675; grievance procedure, 295, 297, 1131, 1789-90; union representation votes, 290-91, 668, 673, 674-75.

Wartime Labour Relations Regulations —Con.

- strikes after conciliation board procedure under Regulations, 1504, 1669, 1816.
- amendments urged by C.C.C.L., 644; reply of Minister of Labour to proposals, 645.
- proposed amendments detailed in Dominion legislative program of C.C. of L., 641; remarks of Minister of Labour, 642; remarks of Pat Conroy, 642; criticism of C.C. of L., 643.
- amendments requested by T. and L.C. in Dominion legislative program, 636, 638, 799 (correction); requests revision to procedure under I.D.I. Act, 636; reply of Minister of Labour to criticism, 639; other amendments recommended, 1405.
- amendments recommended by affiliated unions of C.C. of L. and T. and L.C., 1414.
- B.C.: outline of proposed legislation (W.L.R.R. Act Amendment Act, 1945), 1742; amendment in Wartime Labour Relations Regulations Act *re* conciliation board members, 1203; administration during 1944 reviewed in annual report of Department of Labour, 1741.
- N.B.: administration by Department of Labour, 445.
- N.S.: establishment of provincial Labour Code recommended by C.C. of L., 935.
- Ont.: establishment of permanent Labour Code urged by C.C. of L., 935.
- See also* Agreements.

PROCEEDINGS UNDER WARTIME LABOUR RELATIONS REGULATIONS:

- Advance Glass and Mirror Company, Limited, Toronto, and employees, 160, 299 (Board established).
- Alberta Nitrogen Products, Limited, Calgary, and employees (Local 348), 35, 287 (certification).
- Alberta Nitrogen Products, Limited, Calgary, and employees (Local 583), 479, 664 (certification).
- Alberta Nitrogen Products, Limited, Calgary, and employees (Local 1779), 35, 476 (certification).
- Aluminum Company of Canada, Limited, Arvida, 845, 1134-47 (report of Board and minority report).
- Aluminum Company of Canada, Limited, Ile Maligne, and employees, 42-43 (report of Board; agreement reached).
- Aluminum Company of Canada, Limited, Kingston, and employees, 1134.
- Aluminum Company of Canada, Limited, Shawinigan Falls, and employees, 846 (Board established), 1323, 1655 (report of Board).
- Aluminum Company of Canada, Limited, Shipshaw, and employees, 43 (report of Board; agreement reached).
- Amalgamated Electric Corporation, Limited, Toronto, and employees, 486.
- American Can Company, Limited, Vancouver, and employees, 299 (Board established), 975-79 (report of Board and minority report), 1504 (strike after Conciliation Board procedure).

Wartime Labour Relations Regulations —Con.

PROCEEDINGS UNDER—Con.

- Anaconda American Brass, Limited, New Toronto, and employees, 299 (Board established), 484, 704-9 (report of Board and minority report).
- Andrews Wire Works of Canada, Limited, Watford, and employees, 40 (Board established), 293, 509-12 (report of Board and minority report).
- Anglo-Canadian Pulp and Paper Mills, Limited, Quebec, and employees, 37 (decision of Board *re* appeal).
- Anglo-Canadian Wire Rope Company, Limited, Montreal, and employees, 966, 1325 (agreement reached).
- Atkins Stage Lines, Limited, Chilliwack, 1133, 1324 (Board fully constituted), 1464 (report of Board).
- Atlantic Sugar Refineries, Limited, Saint John, and employees, 966, 1133 (agreement reached).
- Auto Specialty Manufacturing Company (Canada) Limited, Windsor, and employees, 1325 (Board established), 1462, 1651-53 (report of Board and minority report).
- Banff Springs Hotel (C.N.R.), Banff, and employees, 1788.
- Beardmore and Company, Limited, Acton, and employees, 300-306 (report of Board and minority report).
- Beatty Brothers (Spencer Division), Penetang, and employees, 161, 299 (agreement reached).
- Bell Telephone Company of Canada, Montreal, and employees (traffic department), 1640.
- Bell Telephone Company of Canada, Montreal, and employees (professional engineers), 1788.
- Bell Telephone Company of Canada, Montreal, and employees (Plant Employees' Association), 286 (certification).
- Bell Telephone Company of Canada, Toronto, and employees (professional engineers, Unit No. 1), 1789.
- Bell Telephone Company of Canada, Toronto, and employees (professional engineers, Unit No. 2), 1789.
- Bell Thread Company, Hamilton, and employees, 678, 965 (Board established), 1462, 1815-16 (report of Board).
- Belleville-Sargeant and Company, Belleville, and employees, 486, 845-46 (Board established), 1462, 1653 (report of Board).
- Bendix-Eclipse of Canada Limited, Windsor, and employees, 678, 845 (Board established), 964, 1465-69 (report of Board and minority report).
- Benedict Proctor Manufacturing Company, Trenton, and employees, 1325, 1463 (agreement reached).
- John Bertrand and Sons, Company, and the Pratt and Whitney Company of Canada, and employees, 1134, 1463 (agreement reached).
- Bessborough Hotel (C.N.R.), Saskatoon, and employees (Local 724), 154, 477 (certification).

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Blantyre Dairy, Limited, Toronto, and employees, 159, 485 (agreement reached).
- Boeing Aircraft of Canada, Limited, Vancouver, and employees, 484, 1147-53 (report of Board and minority report).
- Border Line Transportation Company.
See Shipping Federation of British Columbia.
- Bralorne Mines, Limited, Bralorne, and employees, 677, 1469-71 (report of Board and minority report).
- Branch Lines Limited, Sorel, and employees, 289 (certification).
- British American Oil Company, Limited, Toronto, and employees, 1129, 1319, 1639 (certification).
- Britamette Limited, Halifax, and employees, 1319, 1639 (certification).
- Britamlene Limited, Halifax, and employees, 1319, 1639 (certification).
- Britamlube Limited, Halifax, and employees, 1319, 1639 (certification).
- Britamoco Limited, Halifax, and employees, 1319, 1639 (certification).
- Britamoil Limited, Halifax, and employees, 1319, 1639 (certification).
- B.C. Cement Company, Limited, Victoria, and employees (M.V. Island King), 154, 289 (representation vote).
- B.C. Coast Steamship Service.
See Canadian Pacific Railway Company.
- B.C. Lake and River Service.
See Canadian Pacific Railway Company.
- B.C. Marine Engineers and Shipbuilders Limited, Vancouver, and employees, 1462, 1813 (report of Board).
- B.C. Packers, Limited, Vancouver, and employees ("Teco" and "P.W."), 154, 289 (representation vote), 478 (certification).
- British Columbia Steamships, Limited, Vancouver, and employees, 479, 665 (representation vote), 828 (certification).
- Brown-Holder Biscuits, Limited, Moncton, and employees, 1792.
- Brown's Bread Limited, Toronto, and employees (Local 264), 1325, 1463 (Board established), 1642, 1793-95 (report of Board).
- Brown's Bread Limited, Toronto, and employees (Local 847), 1325, 1463 (Board established), 1642, 1793-95 (report of Board).
- Bryce Bakeries, Limited, Brandon, and employees, 966, 1133 (agreement reached).
- Burns and Company (Eastern) Limited, Kitchener, and employees, 1792.
- Bush and Miller Company, Eburne, and employees, 298 (Board established), 715-17 (report of Board).
- Calgary Power Company, Limited, Calgary, and employees, 36, 476 (certification).
- Campbell's Soup Company, Limited, New Toronto, and employees, 157 (Board established), 298, 507-9 (report of Board).
- Canada Bread Company, Limited, Toronto, and employees, 678, 1133 (agreement reached).

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Canada Bread Company, Toronto, and employees (Avenue Road Plant, (Local 264), 1643.
- Canada Bread Company, Toronto, and employees (Danforth Avenue Plant), (Local 264).
- Canada Bread Company, Toronto, and employees (Danforth Road Plant, Local 847), 1643.
- Canada Cement Transport Limited, Montreal, and employees, 665 (representation vote), 828 (certification).
- Canada Electric Castings Limited, Orillia, and employees, 1642.
- Canada Foils Limited, Toronto, and employees, 846.
- Canadian Automotive Trim Limited, Windsor, and employees, 295-96 (reasons for judgment), 678, 845 (Board established) 963, 1471 (report of Board).
- Canadian Bridge Company, Walkerville, and employees (Plants 1 and 2), 966, 1133 (Board established), 1462, 1811-13 (report of Board and minority report).
- Canadian Bridge Company, Limited, Windsor, and employees (Plant No. 3), 161, 300, 480 (reasons for judgment), 965.
- Canadian Broadcasting Corporation, Ottawa, and employees, 1789.
- Canadian Cannery Branch No. 17, Simcoe, and employees, 965 (agreement reached).
- Canadian Car and Foundry, Limited, Brantford, and employees, 40 (Board established), 698-701 (report of Board and minority report).
- Canadian Car and Foundry, Limited (Aircraft Division), Fort William, 846, 1133 (Board established), 1323, 1656 (report of Board).
- Canadian Carborundum Company, Limited, Niagara Falls, and employees, 1134, 1325 (agreement reached).
- Canadian Durex Abrasives, Limited, Brantford, and employees, 678.
- Canadian Garment Manufacturing Company, Limited, Northern Shirt Company, Limited, and Royal Garment Manufacturing Company, Limited, Winnipeg, and employees, 1320 (reasons for judgment).
- Canadian Industrial Minerals, Limited, Walton, and employees, 846.
- Canadian Industries Limited, Nobel, and employees, 1643, 1792 (Board established).
- Canadian Industries, Limited, Toronto, and employees, 38, 306-10 (report of Board and minority report).
- Canadian Industries, Limited, Windsor, and employees, 485 (agreement reached).
- Canadian Ingersoll-Rand Company, Limited, Sherbrooke, and employees, 841 (reasons for judgment).
- Canadian Liquid Air Company, Limited, Vancouver, and employees, 845, 1807-11 (report of Board and minority report).
- Canadian Marconi Company, Limited, Montreal, and employees (Division No. 59), 964 (Board established), 1132.
- Canadian Marconi Company, Limited, Montreal, and employees (Local 528), 669 (reasons for judgment).
- Canadian National Railways (Chateau Laurier).
See Chateau Laurier (C.N.R.).

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Canadian National Railways (Fort Garry Hotel).
See Fort Garry Hotel (C.N.R.).
- Canadian National Railways (Western Lines), Kamloops, and employees (jitney car operators), 35 (certification).
- Canadian National Railways, Moncton, and employees, (scowmen, carpenters, scow foremen, carpenter foremen, and tug-boat crews), 962, 1128 (certification).
- Canadian National Railways, Moncton, and employees (clerical staff), 290.
- Canadian National Railways (Regional Treasurer's Office), Moncton, and employees, 289 (application withdrawn).
- Canadian National Railways, Montreal, and employees (Montreal Central Station), 479, 829 (application rejected), 836 (reasons for judgment).
- Canadian National Railways, Montreal, and employees (red caps), 1789.
- Canadian National Railways, Montreal, and employees (locomotive engineers), 1789.
- Canadian National Railways (Montreal Stock Yards).
See Montreal Stock Yards (C.N.R.).
- Canadian National Railways and Canadian Pacific Railway Company, Montreal, and employees (conductors), 286 (certification).
- Canadian National Railways (Nova Scotian Hotel).
See Nova Scotian Hotel (C.N.R.).
- Canadian National Railways (Western Region), Port Arthur to Vancouver, and employees (motor power, car and stores department), 36, 664 (application rejected).
- Canadian National Railways (Prince Arthur Hotel).
See Prince Arthur Hotel (C.N.R.).
- Canadian National Railways (Prince Edward Hotel).
See Prince Edward Hotel (C.N.R.).
- Canadian National Railways (Thousand Islands Railways).
See Thousand Islands Railways.
- Canadian National Railways, Toronto, and employees (signalmen), 1459, 1788 (representation vote).
- Canadian National Railways, Vancouver, and employees ("grain door gang"), 962, 1128 (certification).
- Canadian National Railways (Western Lines), Winnipeg, and employees (grain door repairmen), 829, 1129 (representation vote), 1318.
- Canadian National Railways (Western Lines), intermediate points Winnipeg to Vancouver, and employees (coaling station), 153 (application rejected).
- Twelve Canadian Railways—Canadian National Railways and subsidiaries (Niagara, St. Catharines and Toronto Railway, Toronto Terminal Railways (Jointly with C.P.R.), Oshawa, Railway and Montreal and Southern Counties Railway; Canadian Pacific Railway and subsidiaries; Lake Erie and Northern and Grand River Railway, Winnipeg Public Market (Union Stock Yards); Quebec Central Railway; Algoma Central Railway;

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Dominion Atlantic Railway; Northern Alberta Railway; Temiskaming and Northern Ontario Railway; Pacific Great Eastern Railway; Sydney and Louisburg Railway; Essex Terminal Railway, and employees, 1792.
- Canadian National Steamships (Ogden Point Docks), Victoria, and employees, 1319, 1458 (certification).
- Canadian National Transportation Company, Limited, and employees, Hornepayne, 1129.
- Canadian National Transportation Limited (Lakehead Area), Port Arthur, and employees, 1318 (certification).
- Canadian National (West Indies) Steamships, Limited, and Canadian Government Merchant Marine, Limited, Montreal, and certain employees, 154, 664 (certification), 667 (reasons for judgment).
- Canadian Ohio Brass Company, Limited, and employees, 1643.
- Canadian Pacific Railway Company (Banff Springs Hotel).
See Banff Springs Hotel (C.P.R.).
- Canadian Pacific Railway Company (B.C. Coast Steamship Service), Vancouver, and employees, 479, 829 (representation vote), 961 (certification).
- Canadian Pacific Railway Company (B.C. Coast Steamship Service, Maintenance Department), Victoria and employees, 288 (certification).
- Canadian Pacific Railway Company (B.C. Coast Steamship Service), Victoria, and employees, 153 (certification).
- Canadian Pacific Railway Company (B.C. Lake and River Service, Kootenay, Arrow and Slocan Lakes), Nelson, and employees, 286 (certification).
- Canadian Pacific Railway Company (B.C. Lake and River Service), Nelson, and employees, 36, 476 (certification).
- Canadian Pacific Railway, (Hotel Saskatchewan).
See Hotel Saskatchewan (C.P.R.).
- Canadian Pacific Railway Company (Island Coal Dock), Fort William, and employees, 1325.
- Canadian Pacific Railway Company, Montreal, and employees (electrical workers, Montreal terminals), 1459.
- Canadian Pacific Railway Company, Montreal, and employees (electrical workers in stations and office buildings), 1459-60.
- Canadian Pacific Railway Company, Montreal, and employees (locomotive engineers), 1789.
- Canadian Pacific Railway Company, Montreal, and employees (sleeping car porters), 289, 478 (certification).
- Canadian Pacific Railway Company, Montreal, and employees (morse telegraphers, automatic telegraphers and clerks), 1459, 1787 (certification).
- Canadian Pacific Railway Company, Winnipeg, and employees (clerks, etc.), 1789.
- Canadian Pacific Railway Company (Palliser Hotel).
See Palliser Hotel (C.P.R.).
- Canadian Plate and Window Glass, Toronto, and employees, 160, 299 (Board established).

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Canadian Ramapo Iron Works, Limited, Niagara Falls, and employees, 300, 485 (agreement reached).
- Canadian Rogers Sheet Metal and Roofing Limited, Winnipeg, and employees, 845 (Board established), 964, 1325-30 (report of Board and members' reports).
- Canadian Stevedoring Company, Limited, Vancouver (Chemainus district), and employees (Local 38-164), 290, 479, 664 (certification).
- Canadian Stevedoring Company, Limited, Vancouver, and employees (Local 502), 830, 962 (certification).
- Canadian Stevedoring Company, Vancouver, Port Alberni, and employees (Local 503), 290, 478 (certification).
- Canadian Top and Body Corporation, Tilbury, and employees, 1134, 1325 (agreement reached).
- Canadian Westinghouse Company, Limited, Hamilton, and employees, 160, 299 (Board established), 851 (report of Board).
- Canners Machinery, Limited, Simcoe, and employees, 37, 507 (report of Board).
- Cariboo Gold Quartz Mining Company, Wells, and employees, 157, 714-15 (report of Board).
- Carrier and Freres, Limited, Shawinigan Falls, and employees, 1325.
- Century Coal Company, Limited, Midland, and employees, 36, 287 (certification), 846.
- Champion Spark Plug Company of Canada, Limited, Windsor, and employees, 486, 678 (Board established), 845, 1153-55 (report of Board).
- Charlevoix-Saguenay Telephone Company, La Malbaie, and employees, 41, 157-58 (agreement reached).
- Chateau Laurier Hotel (C.N.R.) and employees (Canadian Brotherhood of Railway Employees and Other Transport Workers), 154, 287 (certification).
- Chesley Manufacturing Company, Chesley, and employees, 158.
- Chromium Mining and Smelting Corporation, Limited, and employees (Local 2451), 486, 846 (agreement reached).
- Chrysler Corporation of Canada, Limited, Chatham, and employees (Local 127), 300, 480 (reasons for judgment), 845 (Board established), 964, 1472-76 (report of Board and minority report).
- Chrysler Corporation of Canada, Limited, Windsor, and employees (Local 195), 297 (reasons for judgment), 1134, 1462.
- City of Sydney, N.S., and employees (fire-fighters), 1464.
- City of Sydney, N.S., and employees (police-men), 1464.
- City of Medicine Hat, and employees (line-men), 479, 664 (certification).
- City of Winnipeg, and civic employees, 41.
- D. R. Clarke Engine Limited, Toronto, and employees, 1320.
- Clarke Steamship Company, Limited, Montreal, and employees (Canadian Seamen's Union) on S.S. "Sable 1", S.S. "Gaspe North", and S.S. "Gaspesia", 1459, 1639 (certification).

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Clarke Steamship Company, Limited, and employees (Canadian Navigators' Federation), on S.S. "Gaspesia", M.V. "North Gaspe" and S.S. "Sable Island", Montreal, 154, 828 (certification).
- Cliff M. R. and B.C. Mills Towing Company, Limited, Vancouver, 1640.
- Cockshutt Plow Company, Limited, Brantford, and employees, 678, 845 (Board established), 963, 1665 (report of Board).
- Collingwood Shipyards, Collingwood, and employees, 485 (Board established).
- Collingwood Terminals Limited, Collingwood, and employees, 665, 828 (certification).
- Consolidated Mining and Smelting Company of Canada, Limited, Vancouver, and employees, 829, 961 (certification).
- Consolidated Plate Glass Company, Toronto, and employees, 160, 299 (Board established).
- Consumers' Co-operative Refineries Limited, Regina, and employees, 1325.
- Consumers Gas Company, Toronto, and employees, 41 (agreement reached).
- Corbin Lock Company of Canada, Belleville, and employees, 161, 299 (Board established), 709-14 (report of Board and minority report).
- Corporation of the City of Kelowna, and employees, 162 (report of Board and minority report).
- Corporation of the City of Winnipeg, and employees, 1131 (reasons for judgment).
- Corporation of the Township of York Hydro System, Toronto and employees, 52-55 (report of Board).
- Crow's Nest Pass Coal Company, Limited, Fernie, Michel, Cold Creek and Elk River, B.C.; International Coal and Coke Company, Limited, Coleman, Alta.; West Canadian Collieries, Limited, Blairmore, Bellevue and Byron Creek, Alta.; and Hillcrest Mohawk Collieries, Limited, Bellevue, Alta.; and Western Canada Firebosses' Association No. 1, 285 (certification), 292-95 (reasons for judgment).
- S.S. Cyclo Brave Limited, Montreal, and employees, 1319, 1788 (certification).
- Dairy Pool Co-operative Marketing Association, Prince Albert, and employees, 298 (Board established), 696-97 (report of Board and supplementary report).
- Defence Industries, Limited, Ajax, and employees, 38, 168 (report of Board, agreement reached).
- De Havilland Aircraft Company of Canada, Limited, Toronto, and employees, 39 (Board established), 157, 849 (report of Board).
- Diamond Steamship Limited, Owen Sound, and employees, 1129, 1459 (representation vote), 1788 (certification).
- Dominion Bridge Company, Burnaby, and employees, 484, 857-62 (report of Board and minority report).
- Dominion Bridge Company, Limited, and Riverside Iron Works, Limited, Calgary, and employees, 486, 678 (Board established).

Wartime Labour Relations Regulations

—Con.

PROCEEDINGS UNDER—Con.

- Dominion Bridge Company, Limited (Rolling Mill Department), Calgary, and employees, 36, 477 (certification), 1464, 1643 (agreement reached).
- Dominion Bridge Company, Limited, Toronto, and employees, 158, 299 (agreement reached).
- Dominion Button Company, Kitchener, and employees, 485 (Board established), 677, 1190-92 (report of Board).
- Dominion Electric Power, Limited, Estevan, and employees, 158, 299 (agreement reached).
- Dominion Engineering Works, Limited, Longueuil, and employees, 486, 678 (Board established), 845, 971-75 (report of Board and minority report).
- Dominion Fabrics, Limited, Dunnville, and employees, 965 (Board established), 1132, 1476 (report of Board).
- Dominion Fire Brick and Clay Products, Limited, Moose Jaw, and employees, 41, 965 (agreement reached).
- Dominion Forge and Stamping Company, Windsor, and employees, 1462 (Board fully constituted), 1802-5 (report of Board and minority report).
- Dominion Tar and Chemical Company, Limited, Montreal, and employees, 485, 678 (Board established), 845, 966 (report of Board).
- Dominion Wire Rope and Cable Company, Limited, Montreal, and employees, 965.
- Dorland's Dairy Limited, Toronto, and employees, 159, 485 (agreement reached).
- Drumheller Coal Operators Association, Drumheller, and employees, 285 (certification).
- John East Iron Works, Limited, Saskatoon, and employees (Local 3493), 841 (reasons for judgment), 965.
- East Kootenay Power Company, Limited, Fernie, B.C., and employees (turbine generator plant, Sentinel, B.C.), 290, 663 (certification).
- Eaton-Wilcox Limited, Windsor, and employees, 1643.
- Eight glass companies, Toronto, and employees, 862-66 (report of Board).
- Eight motor companies, Brandon (Princess Garage, Manitoba Motor Transit, Master Service, Western Motors, Limited, Gillis and Warren, Limited, Canadian Motors, Limited, Reliance Machine and Motor Company, Imperial Motor Company), and employees, 1792 (agreement reached).
- Electro-Metallurgical Company of Canada, Limited, Welland, and employees, 47-52 (report of Board, minority report, and supplementary report).
- Empire Brass Company, Limited, and Pumps and Softeners, Limited, London, and employees, 41 (Board established), 298, 494-95 (report of Board).
- Empire Stevedoring Company, Limited, New Westminster, and employees, 829, 961 (certification).
- Empire Stevedoring Company, Limited, Vancouver (Chemainus district), and employees (Local 38-164), 479, 663 (certification).
- Empire Stevedoring Company, Port Alberni, and employees (Local 503), 290, 478 (certification).

Wartime Labour Relations Regulations

—Con.

PROCEEDINGS UNDER—Con.

- Empress Hotel (C.P.R.), Victoria, and employees ("Empress" Division), 154, 477 (certification).
- Esquimalt and Nanaimo Railway, Victoria, and employees (road train conductors), 290, 829 (application rejected), 831-36 (reasons for judgment).
- Excelsior Plate Glass Company, Toronto, and employees, 160, 299 (Board established).
- Fahralloy Corporation Canada Limited, Orillia, and employees, 965, 1133 (Board established), 1324, 1647 (report of Board).
- Fairchild Aircraft, Limited, Noorduyn Aviation, Limited, Canadian Vickers, Limited, Montreal, and employees, 491-94 (report of Board and minority report).
- Fairfield and Son, Limited, Winnipeg, and employees 1324, 1462, 1798-1800 (report of Board).
- Falconbridge Nickel Mines, Falconbridge, and employees, 1134, 1325 (agreement reached).
- Federal Wire and Cable Company, Limited, Guelph and employees, 299 (Board established), 484, 984-86 (report of Board and minority report), 1670 (strike after Conciliation Board procedure), 1816.
- Ferry Service of the Municipality of North Vancouver.
See Municipality of North Vancouver (Ferry Service).
- Findlay Dairy, Limited, Toronto, and employees, 159, 485 (agreement reached).
- Firestone Tire and Rubber Company of Canada, Limited, Hamilton, and employees, 678, 964 (Board established), 1133, 1496 (report of Board and members' reports).
- Fitton and Parker Furniture Company, Southampton, and employees, 300, 485 (agreement reached).
- Ford Motor Company of Canada, Limited, Toronto, and employees, 965, 1133 (Board established), 1462-63.
- Ford Motor Company of Canada, Limited, Windsor, and employees (Local 200), 42, 161, 665 (Arbitration Committee established), 1477-80 (report of Board), 1506 (strike after Conciliation Board procedure), 1669, 1817.
- Ford Motor Company of Canada, Limited Windsor, and employees (Local 240), 299 (Board established), 484, 1155-81 (report of Board and minority report).
- Fort Garry Hotel (C.N.R.), Winnipeg, and employees, 288 (certification).
- Foster-Wheeler Limited, St. Catharines, and employees, 668 (reasons for judgment).
- Fowler's Canadian Company, Limited, Hamilton, and employees, 40 (Board established), 156, 312-13 (report of Board).
- Fraser Valley Fibre Flax Co-operative Association, White Rock, and employees, 677, 857 (report of Board).
- Frost and Wood Company, Limited, Smiths Falls, and employees, 846, 964 (Board established), 1132, 1330-32 (report of Board).

Wartime Labour Relations Regulations
—Con.
PROCEEDINGS UNDER—Con.

- Frost, Steel and Wire Company, Limited, Hamilton, and employees, 1792 (Board established).
- Gar Wood Industries of Canada, Limited, Windsor, and employees, 485 (agreement reached).
- Gatineau Power Company, Gatineau Electric Light Company, Limited, and Gatineau Transmission Company, Ottawa, and employees, 35 (certification).
- Gelber Brothers, Limited, Toronto, and employees, 161, 299 (agreement reached).
- Genelco, Limited Peterborough, and employees, 157 (Board established), 298, 1484 (report of Board).
- General Dry Batteries of Canada, Limited, Toronto, and employees, 40 (Board established), 311 (report of Board).
- General Motors of Canada Limited, Oshawa, and employees, 480 (reasons for judgment), 1319 (decision in appeal).
- General Motors of Canada, Limited, Windsor, and employees, 480 (reasons for judgment).
- Goderich Elevator and Transit Company, Limited, Goderich, and employees, 154, 287 (certification).
- Goderich Manufacturing Company, Goderich, and employees, 1134, 1463 (Board established), 1792, 1815 (report of Board).
- Golden Manitou Mines, Limited, Val d'Or, and employees, 38, 337-40 (report of Board and minority report).
- Gotfredson Limited, Windsor, and employees, 300, 480 (reasons for judgment), 845 (Board established), 964, 1480-84 (report of Board and minority report).
- Granby Consolidated Mining, Smelting and Power Company, Limited, and employees, 490-91 (report of Board).
- Grand Trunk Pacific Development Company, Limited, Prince Rupert, and employees (Local 510), 485.
- Great Northern Railway Company, Vancouver, and employees, 36, 289 (certification).
- Greater Winnipeg Sanitary District, Winnipeg, and employees, 678, 964 (Board established), 1485-89 (report of Board).
- Guelph Stove Company, Guelph, and employees (Local 212), 485 (agreement reached).
- Guelph Stove Company, Guelph, and employees (Local 3302), 485.
- Guelph Stove Company, Guelph, and employees (Local 3305), 846 (Board established), 964, 1332-33 (report of Board and minority report).
- Gulf and Lake Navigation Company, Limited, Montreal, and employees (marine engineers), 35-36, 153 (application withdrawn).
- Gulf and Lake Navigation Company, Limited, and employees (Mercantile Marine Officers' Guild of Canada), 35, 153 (application withdrawn).
- Gulf of Georgia Towing Company, Limited, Vancouver, and employees, 1459, 1788 (representation vote).
- Hall's Pure Milk Dairy, Limited, Toronto, and employees, 159, 485 (agreement reached).

Wartime Labour Relations Regulations
—Con.
PROCEEDINGS UNDER—Con.

- Messrs. John T. Harrison and Sons Company, Limited, Owen Sound, and employees, 1325, 1643 (agreement reached).
- Hastings Dairy, Limited, Toronto, and employees, 159, 485 (agreement reached).
- John T. Hepburn, Limited, Toronto, and employees, 158, 299 (agreement reached).
- Hepworth Furniture Company, Southampton, and employees, 300, 485 (agreement reached).
- Highland Dairy, Limited, Toronto, and employees, 158, 485 (agreement reached).
- Hobbs Glass Company, Toronto, and employees, 160, 299 (Board established).
- Holeproof Hosiery Company of Canada, Limited, London, and employees, 846, 964 (Board established), 1132, 1489 (report of Board).
- Honeysuckle Bakeries Limited, Winnipeg, and employees, 1322 (reasons for judgment).
- Hotel Saskatchewan, Canadian Pacific Railway Company, Limited, Regina, and employees, 36, 288 (certification).
- Hotel Vancouver Company, Vancouver.
See Vancouver Hotel Company, Vancouver.
- Hoyt Transport Limited, Truro, and employees, 846, 965 (agreement reached).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 172), 154 (representation vote), 476 (certification).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 182), 153 (representation vote).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 451), 153 (representation vote), 476 (certification).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 812), 478 (application rejected).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 1848), 475 (certification).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local B-1405), 153 (representation vote), 476 (certification).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 1497), 152 (certification).
- Hudson Bay Mining and Smelting Company, Limited, Flin Flon, and employees (Local 1614), 152 (certification).
- Hudson's Bay Company, Victoria, and employees, 1460.
- Imperial Oil Limited, Toronto, and employees (marine departments), 1129, 1639 (application rejected).
- Imperial Oil Limited, Vancouver, and employees (deck, engine room, and stewards department on "S.S. Alberta-lite"), 962.
- Imperial Optical Company, Toronto, and employees, 485 (Board established), 677, 1181-82 (report of Board), 1816 (strike after Conciliation Board procedure).
- Ingersoll Machine and Tool Company, Limited, Ingersoll, and employees, 38, 310 (report of Board).

Wartime Labour Relations Regulations —Con.

PROCEEDINGS UNDER—Con.

- John Inglis Company, Limited, Toronto, and employees (Ordnance Division), 846, 964 (Board established), 1132, 1334 (report of Board).
- International Harvester Company, Chatham, and employees, 38, 500-502 (report of Board).
- International Nickel Company of Canada, Limited, Sudbury and Port Colborne, and employees, 678, 846 (agreement reached).
- International Union United Automobile, Aircraft and Agricultural Implement Workers of America, Manitoba, 36 (decision of Board re appeal).
- Island Mountain Mines Company, Limited, Wells, and employees, 157, 502-504 (report of Board).
- Island Tug and Barge Company, Limited, Vancouver, and employees, 962.
- Jack's Jiffy Delivery, Moose Jaw, and employees, 485 (agreement reached).
- Jenish Brothers, Estevan; Havanah Collieries, Limited, Estevan; Eastern Collieries of Bienfait, Bienfait, and employees, 1464, 1643 (agreement reached).
- A. R. Kaufman, Kitchener, and employees, 846, 965 (agreement reached), 1133, 1662-65 (report of Board and minority report).
- Keenan Woodenware Limited, Owen Sound, and employees, 1325, 1463 (agreement reached).
- Kelsey Wheel Company, Limited, Windsor, and employees, 1460.
- Keystone Shingles and Lumber Company, Limited, New Westminster, and employees, 677, 847 (report of Board).
- Keystone Transports Limited, Montreal, and employees, 35, 289 (application rejected).
- Kingcome Navigation Company, Vancouver, and employees, 665, 829, 1128 (certification).
- Kootenay Belle Gold Mines, Retallack, and employees, 484, 1490 (report of Board).
- H. Krug Furniture Company, Limited, Kitchener, and employees, 485 (Board established), 677, 1183-84 (report of Board).
- Lamaque Mining Company, Limited, Bourlamaque, and employees, 485 (agreement reached).
- Levis Ferry Limited, Quebec, P.Q., and employees, 1791 (Supreme Court of Canada upholds decision of Quebec Courts and Board certifies bargaining representatives).
- Libby, McNeill and Libby, Chatham, and employees, 846, 965 (agreement reached).
- Macassa Mines, Limited, Kirkland Lake, and employees, 40 (Board established), 701-704 (report of Board).
- MacDonald Bros. Aircraft, Limited, St. James, and employees, 965, 1133 (agreement reached).
- MacFarlane Motors Limited; Valley Motors Limited; J. Clark and Son, Limited; Smith Motors Limited; Capitol Garage; and Wood Motors Limited; Frederickton, and employees, 965, 1463, 1666-68 (report of Board).

Wartime Labour Relations Regulations —Con.

PROCEEDINGS UNDER—Con.

- Maclean and Weir Limited, Vancouver, and employees, 1792 (Board established).
- Manitoba Steel Foundries, Limited, Selkirk, and employees, 1130 (reasons for judgment).
- Marine Industries Limited, Sorel, and employees, 829, 1128 (certification), 1460 (reasons for judgment).
- Maritime Electric Company, Limited, Charlottetown, and employees, 1129, 1319 (representation vote), 1458-59 (certification).
- Marpole Towing Company, Limited, Vancouver, and employees, 1319, 1788 (representation vote).
- Marshall Wells Company, Limited, Winnipeg, and employees, 846.
- Marvens Limited, Moncton, and employees, 1325, 1643 (agreement reached).
- Massey-Harris Company, Limited—(Toronto Works), Toronto; (Weston Works), Weston; and (Verity Street and Market Street Works), Brantford; and employees, 485 (Board established), 677, 979-83 (report of Board).
- McCaskey Systems Limited, Galt, and employees, 153 (certified).
- Robert McCausland Company, Toronto, and employees, 160, 299 (Board established).
- McCord Corporation, Windsor, and employees, 965, 1134 (application withdrawn).
- McGavin Bakeries, Limited, Brandon and employees, 965, 1133 (agreement reached).
- McKinnon Industries, Limited, St. Catharines, and employees, 480 (reasons for judgment).
- Medcalf Shoe Company, St. Thomas, and employees, 846, 965 (agreement reached).
- Meuller Limited, Sarnia, and employees, 1643, 1792 (agreement reached).
- Mic-Mac Mines Limited, Noranda, and employees, 1325, 1463 (agreement reached).
- Michigan Central Railroad (Canada Division, New York Central Railroad Company), St. Thomas, and employees (road train conductors), 289-90, 829 (representation vote), 837 (reasons for judgment), 1127 (representation vote, certification).
- Midland Shipyards, Limited, Midland, and employees, 300, 484-85 (Board established), 677, 969 (report of Board).
- Miramichi Lumber Company, Limited, Minto, and employees, 40 (Board established), 156, 488-90 (report of Board and minority report).
- Moffats, Limited, Weston, and employees, 158, 299 (Board established), 484, 693-96 (report of Board and minority report).
- Montreal Stock Yards (C.N.R.), Montreal, and employees, 290, 477 (certification).
- Moose Jaw Cartage Company, Limited, Moose Jaw, and employees 485, (agreement reached).
- Morton Engineering and Drydock, Quebec, and employees, 965, 1133 (agreement reached).
- Motor Products Corporation, Windsor, and employees, 155, 299 (Board established), 1184-87 (report of Board and minority report).

Wartime Labour Relations Regulations

—*Con.*

- PROCEEDINGS UNDER—*Con.*
 Municipality of North Vancouver (Ferry Service), North Vancouver, and employees, 36, 287 (certification).
 Municipality of West Kildonan, West Kildonan, and civic and school board employees unit, 678.
 National Electric Manufacturing Company, Toronto, and employees, 41, 298 (Board established), 691-93 (report of Board and minority report).
 National Fish Company, Limited, Halifax, and employees, 154.
 National Harbours Board, Halifax, and employees, 665, 828 (certification).
 National Harbours Board, Montreal, and employees (Yard Division), 1788 (certification).
 National Harbours Board, Montreal, and employees (Cold Storage), 1325, 1792 (agreement reached).
 National Harbours Board, Montreal, and employees (Staff Employees' Association), 1643.
 National Harbours Board, Quebec, and employees (Association of Federal Employees of the Port of Quebec, Inc.), 34 (certification).
 National Harbours Board, Quebec, and employees (railways), 479, 828 (certification).
 National Harbours Board, Vancouver, and employees, 35 (certification).
 National Harbours Railway, Montreal, and employees, 1459.
 National Painting and Decorating Company, Windsor, and employees, 300.
 National Paper Goods, Limited, and employees, 842.
 National Steel Car Corporation, Limited, Hamilton, and employees, 1460, 1640 (reasons for judgment).
 New York Central Railroad Company
See Michigan Central Railroad.
 Niagara, St. Catharines and Toronto Railway, Toronto, and employees, 286 (certification).
 Nicholls and Nicholls, Windsor, and employees, 300.
 Nineteen retail stores, Winnipeg, and employees, 965, 1324 (Board fully constituted), 1644-47 (report of Board and minority report).
 Noorduyn Aviation Limited, and employees, 675 (reasons for judgment).
 Noranda Mines, Limited, Noranda, and employees, 163-67 (report of Board and minority report).
 Northern Alberta Railways Company, Edmonton, and employees (dining car stewards, waiters and cooks), 478, 663 (certification).
 Northern Alberta Railways Company, Edmonton, and employees (sleeping car porters), 1789.
 Northern Alberta Railways Company, Edmonton, and employees (stores and mechanical departments), 829, 1128 (representation vote), 1459 (certification).
 Northern Cartage and Contracting Company, Prince Albert, and employees, 41 (agreement reached), 486 (correction).

Wartime Labour Relations Regulations

—*Con.*

- PROCEEDINGS UNDER—*Con.*
 Northern Shirt Company, Limited, Canadian Garment Manufacturing Company, Limited, and Royal Garment Manufacturing Company, Limited, Winnipeg, and employees, 1320 (reasons for judgment).
 Nova Scotian Hotel (C.N.R.), Halifax, and employees, 290, 477 (certification).
 Ogden Point Docks
See Canadian National Steamships.
 Okanagan Federated Shippers' Association, Vancouver, and employees, 170-75 (report of Board and minority report).
 Ontario Car Ferry Company, Cobourg, and employees (C.B.R.E.), 1459, 1788 (certification).
 Ontario Car Ferry Company, Cobourg, and employees (Canadian Seamen's Union), 1460, 1788 (application rejected).
 Ontario Steel Products, Limited, Chatham, and employees, 38, 336 (report of Board).
 Ontario Steel Products Company, Limited, Oshawa, and employees, 38, 334-36 (report of Board).
 Onward Manufacturing Company, Kitchener, and employees, 1325, 1643 (Board established), 1792.
 Oshawa Railway Company, Oshawa, and employees, 665, 1128 (certification).
 Pacific Coyle Navigation Company, Limited, Coal Harbour, Vancouver, and employees, 962, 1319.
 Packard Electric Company, Limited, St. Catharines, and employees, 155.
 Page-Hersey Tubes, Limited, Welland, and employees, 44-47 (report of Board, minority report, supplementary report).
 Palliser Hotel (C.P.R.), Calgary, and employees, 290, 477 (certification).
 Palm Dairy Limited, Regina, and employees, 1463 (agreement reached).
 Park Steamship Company, Limited, Montreal, and employees (Division 59), 479, 664 (certification).
 Park Steamship Company, Limited, Vancouver, and employees (radio officers on dry cargo vessels), 830, 962 (certification).
 Park Steamship Company, Limited, Montreal, and employees (operating from Pacific Coast ports), 36, 289 (application rejected).
 Park Steamship Lines, Limited, Montreal, and employees (Division 159), 1134, 1325.
 Park Steamships Limited, Vancouver, and employees (steward's deck and engine room departments of dry cargo vessels), 286 (certification).
 Peacock Brothers, Limited, Ville LaSalle, and employees, 298 (Board established), 688-91 (report of Board and minority report).
 Perfect Circle Company, Limited, Leaside, and employees, 1134, 1324 (Board established), 1643.
 Pere Marquette Railway (Canadian Division), St. Thomas, and employees (road train conductors), 290, 829 (representation vote), 837 (reasons for judgment), 1127 (representation vote, certification).
 Philco Corporation of Canada, Limited, Toronto, 155.

Wartime Labour Relations Regulations —Con.

PROCEEDINGS UNDER—Con.

- Pilkington Bros. (Canada) Limited, Toronto, and employees, 159, 299 (Board established).
- Pioneer Gold Mines of British Columbia, Limited, Pioneer, and employees, 1324, 1805-7 (report of Board and minority report).
- Port Arthur Shipbuilding Company, Port Arthur, and employees, 846, 1133 (Board established), 1463, 1660-62 (report of Board).
- Powell-Rouyn Gold Mines, Limited, Rouyn, and employees, 846.
- Pratt and Whitney Company of Canada, and John Bertrand and Sons Company, and employees, 1134.
- Prince Arthur Hotel (C.N.R.), Port Arthur, and employees, 288 (certification).
- Prince Edward Hotel (C.N.R.), Brandon, and employees, 36, 288 (certification).
- Prince Rupert Dry Dock and Shipyard, Prince Rupert, and employees, 846.
- Queen City Glass Company, Limited, Toronto, and employees, 160, 299 (Board established).
- Remington Rand Limited, Hamilton, and employees, 1644.
- RCA Victor Company, Limited, Montreal, and employees, 485, 678 (Board established), 844, 967 (report of Board).
- Rice's Dairy, Limited, Toronto, and employees, 161, 485 (agreement reached).
- Ritchie's Dairy, Limited, Toronto, and employees, 159, 485 (agreement reached).
- Riverside Iron Works, Limited, Calgary, and employees, 1319, 1459 (application rejected).
- Roberval Saguenay Railway Company, Arvida, and employees, 479.
- Robson Leather Company, Limited, Oshawa, and employees, 1325, 1464 (agreement reached).
- Roy and Huebest, Windsor, and employees, 299.
- Royal Garment Manufacturing Company, Limited, Canadian Garment Manufacturing Company, Limited, and Northern Shirt Company, Limited, Winnipeg, and employees, 1320 (reasons for judgment).
- William Russell and Sons, Windsor, and employees, 299, 484 (Board established), 677, 848 (report of Board).
- Saguenay Quebec Telephone Company, Chicoutimi, and employees, 41 (agreement reached).
- St. Clair Processing Company, Sarnia, and employees, 485, 963 (Board established), 1187-90 (report of Board).
- Sarnia Elevator Company, Limited, Sarnia, and employees, 35 (application rejected).
- Scarboro Farm Dairy, Limited, Toronto, and employees, 161, 485 (agreement reached).
- School District of West Kildonan, No. 8, West Kildonan, and civic and school board employees' unit, 678, 1643 (agreement reached).
- Schultz Die Casting Company, Wallaceburg, and employees, 965, 1792 (Board established).
- Searle Grain Company, Limited, Fort William, and employees, 479, 828 (certification), 830 (reasons for judgment).

Wartime Labour Relations Regulations —Con.

PROCEEDINGS UNDER—Con.

- Seiberling Rubber Company of Canada, Limited, Toronto, and employees, 158, 297 (Board established), 680-88 (report of Board and minority report).
- Senator Rouyn Mines, Limited, Rouyn, and employees, 39, 332-34 (reports of Board and minority report).
- Seven motor companies, Brandon, (Princess Garage, Manitoba Motor Transit, Master Service, Western Motors Limited, Gillis and Warren Limited, Canadian Motors Limited, Reliance Machine and Motor Company), and employees, 1643-44.
- Seven retail stores, Glace Bay, and employees, 1325.
- Shipping Federation of British Columbia, Vancouver, and employees (Local 163), 665, 962 (certification).
- Shipping Federation of British Columbia, Vancouver, and employees (Local 501), 289 (certification).
- Shop-Easy Stores, Limited, Winnipeg, and employees, 673 (reasons for judgment).
- Sitka Spruce Lumber Company, Vancouver, and employees, 1320.
- Six motor companies, Fredericton (MacFarlane Motors Limited; Valley Motors Limited; J. Clark and Son, Limited; Smith Motors Limited; Capitol Garage; and Wood Motors Limited), and employees, 965, 1463, 1660-68 (report of Board).
- Six retail stores, Glace Bay, and employees, 1643.
- Smith and Stone Company, Limited, Georgetown, and employees, 299, 485 (agreement reached).
- Standard Steel Construction Company, Welland, and employees, 965.
- The Star Publishing Company of Windsor, Limited, Windsor, and employees, 482 (reasons for judgment).
- Steel Company of Canada, Limited (Ganaquoque Works), and employees, 39, 340 (report of Board).
- Steel Company of Canada, Limited (Canada Works), Hamilton, and employees, 39, 486-88 (report of Board).
- Steel Company of Canada (Hamilton and Ontario Works), Hamilton, and employees, 55-63 (report of Board).
- Joseph Stokes Rubber Company, Limited, Welland, and employees, 39, 679-80 (report of Board), 1335-36 (supplementary report of Board and supplementary minority report), 1789 (reasons for judgment).
- Stone Brothers, Limited, Port Alberni, and employees, 154, 476 (certification).
- Straits Towing and Salvage Company, Limited, (operating from Pacific Coast ports), and employees, 290, 478 (certification).
- Sunshine Waterloo Company, Limited, Waterloo, and employees (Local 392), 674 (reasons for judgment), 1463.
- Sunshine Waterloo Company, Limited, Waterloo, and employees (Local 1719), 1325.
- Sunshine Waterloo Company, Limited, Waterloo, and employees (Local 3292), 1134, 1324 (Board established), 1814 (report of Board).
- Sydney and Louisburg Railway Company, Sydney, and employees, 482 (reasons for judgment).

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Temiskaming and Northern Ontario Railway, North Bay, and employees, 1789.
- Thermoid Mould and Tool Works, Limited, Welland, and employees, 1134, 1324 (Board fully constituted), 1658-59 (report of Board).
- Thompson Bros. Machinery Company, Limited, Liverpool, and employees, 158, 299 (Board established), 483, 853-56 (report of Board).
- Thousand Islands Railways (C.N.R.), Gananoque, and employees (maintenance-of-way), 479, 664 (certification).
- Thousand Islands Railway, Gananoque, and employees (office and shed staffs), 665, 829 (certification).
- Three coal companies, Saint John, (R.P. and W. F. Starr Company, Limited, Parker D. Mitchell, Limited, Eastern Coal Company), and employees, 1791-92.
- Timmins New Method Laundry, Timmins, and employees, 1644, 1792 (agreement reached).
- Toronto Dairies, Limited, Toronto, and employees, 159, 485 (agreement reached).
- Toronto General Hospital, Toronto, and employees, 839 (reasons for judgment).
- Toronto Graphic Arts Association, Toronto, and employees, 1464, 1792-93 (Board fully constituted).
- Toronto-Hamilton and Buffalo Railway, Hamilton, and employees, 1459, 1788 (representation vote).
- Toronto Terminals Railway Company, Toronto, and employees (red caps), 1789.
- Trans-Canada Air Lines, Winnipeg, and employees (flight control officers and assistants), 1129, 1318 (certification).
- Trans-Canada Air Lines, Winnipeg, and employees (pilots), 289, 664 (certification), 666 (reasons for judgment).
- Truscon Steel Corporation of Canada, Limited, Windsor, and employees, 846, 964 (Board established), 1132, 1648-51 (report of Board and minority report).
- Union Oil Company of Canada, Limited (M.V. "Unacana"), Vancouver, and employees (B.C. Seamen's Union), 35 (application rejected).
- Union Oil Company of Canada, Limited (M.V. "Unacana"), and employees (Canadian Seamen's Union), 36, 288 (certification).
- Union Transfer and Storage Company, Limited, Moose Jaw, and employees, 485 (agreement reached).
- United Shipyards Limited, Montreal, and employees, 1640 (appeal allowed).
- Upper Canada Mines, Limited, Dobie, and employees, 39, 319-31 (report of Board and minority report).
- Valley View Dairy, Limited, Toronto, and employees, 161, 485 (agreement reached).
- Vancouver Barge Transportation, Company, Limited, Vancouver, and employees (deck, engine room and steward's department), 1129.
- Vancouver Barge Transportation, Limited, Vancouver, and employees (longshoremen, dock truckers and pilers, jitney drivers, lift jitney, checkers and maintenance men), 665.

Wartime Labour Relations Regulations
 —*Con.*

 PROCEEDINGS UNDER—*Con.*

- Vancouver Barge Transportation, Limited, Vancouver, and employees (Local 501), 664 (application rejected), 1458 (certification).
- Vancouver Hotel Company, Vancouver, and employees (Local 170), 154, 664 (certification).
- Vancouver Hotel Company, Vancouver, and employees (Division 275), 154, 477 (certification).
- Vancouver News-Herald, Vancouver, and employees, 168-70 (supplementary report of Board, agreement reached).
- Vancouver Tug and Barge Company, Limited, Vancouver, and employees (deck, engine room and steward's department), 478, 665 (application withdrawn), 962, 1128 (certification).
- Vancouver Tug Boat Company, Limited, Vancouver, and employees (unlicensed personnel in deck department), 962, 1128 (application rejected).
- Victoria and Vancouver Stevedoring Company, Limited, Vancouver, and employees, 829, 962 (application rejected), 1459, 1787 (certification).
- Victoria Tug Company, Limited, Victoria, and employees (deck, engine room and steward's departments), 1128 (certification).
- Wabash Railroad Company (Buffalo Division, Lines east of Detroit), St. Thomas, and employees (road train conductors), 290, 829 (representation vote), 837 (reasons for judgment), 1127 (certification).
- Walker Metal Products, Limited, Windsor, and employees, 1133 (Board established), 1463, 1800-1802 (report of Board and minority report).
- Walnut Dairy, Limited, Toronto, and employees, 159, 485 (agreement reached).
- Frank Waterhouse Company, Vancouver, and employees, 1134.
- Weatherhead Company of Canada, Limited, St. Thomas, and employees, 485 (agreement reached).
- Welding Shop and Engineering Company, Limited, Vancouver, and employees, 1792 (Board established).
- Westeel Products Limited, Toronto, and employees, 1464, 1643 (agreement reached).
- Western Canadian Greyhound Lines Limited, Calgary, and employees, 36, 665 (application rejected), 667 (reasons for judgment), 1129, 1319 (application withdrawn).
- Western Dominion Coal Mines Limited, Taylorton, and employees, 1129 (reasons for judgment).
- Western Greyhound Lines Limited, Calgary, and employees, 1789.
- Western Union Telegraph Company (Canadian Section, Lake Division, Ontario), New York, and employees, 1319, 1787 (certification).
- Westminster Foundry, Limited, New Westminster, 39, 505-6 (report of Board).
- Whitehorse Inn, Whitehorse, Yukon Territory, and employees, 286-87 (certification).
- Whitehorse Grill, Limited, Whitehorse, Yukon Territory, and employees, 287 (certification).
- Whitehorse Social and Athletic Club Cafe, Whitehorse, Yukon Territory, and employees, 287 (certification).

Wartime Labour Relations Regulations —*Con.*

PROCEEDINGS UNDER—*Con.*

- Willard Storage Battery Company of Canada, Limited, Toronto, and employees, 40 (Board established), 157, 495-500 (report of Board and minority report).
- Willards Chocolates, Limited, Toronto, and employees, 1791, 1792 (Board established).
- J. Fred Williamson, Limited, Saint John, and employees, 1133 (agreement reached).
- Windsor Bedding Company, Limited, Windsor, and employees, 846 (agreement reached).
- Windsor Tool and Die Limited, Windsor, and employees, 846, 964 (Board established), 1491-96 (report of Board and members' reports).
- Wright-Hargreaves Mines, Limited, Kirkland Lake, and Sylvanite Gold Mines, Limited, Kirkland Lake, and employees, 290-92 (reasons for judgment).
- Yarrows, Limited, Esquimalt, and employees, 39, 313-19 (report of Board and supplementary reports).
- York Knitting Mills, Limited, Toronto, and employees, (Spinning Division), 1657-58 (report of Board).
- York Knitting Mills, Limited, Toronto, and employees (Knitting Division), 678, 963 (Board established), 1334 (report of Board).
- Young and Gore Tugboat Company, Limited, Vancouver, and employees, 1459, 1788 (representation vote).
- L. A. Young Industries, Limited, Windsor, and employees, 1644.

Wartime Prices and Trade Board:

- provisions of Order cancelling conventions during 1945, 1082.
- co-operation of Board with N.S.S. in provision of labour for essential industries described by Minister of Labour in review of man-power situation, 624.
- developments in Board policy governing wartime controls in transition period, 1088.
- review of price control operations from April to June, 1945, 1088-1100; from July to September, 1945, 1883-86.
- annual report (1944) — stabilization; civilian supply; rationing; emergency shelter regulations; black markets, 596-600.
- maintenance of restriction on instalment buying urged by C.C.C.L., 1592.
- action in regard to: dairy products, 1093; durable goods (household appliance and commercial equipment), 1096; foods, 1090; fruits and vegetables, 1092, 1884; housing, 1885; meat, 1091, 1883; newsprint, 1098; oils and fats, 1092; paper, 1098; paperboard, 1098; rentals and shelter, 1099, 1885; soft drinks, 1884; sugar, 1092; textiles, 1095, 1884.
- See also* Prices.

Wartime Salaries Order:

- provisions of amended Order, 4-5.

Wartime Wages Control Order:

- amendment, 125.
- administration and procedure discussed at conference of chief executive officers of War Labour Boards, 450.
- regulations governing wage rates of trainees under C.V.T., 192.
- recommendations of C.C.C.L., 644; reply of Minister of Labour to requests *re* application of Order, 645.
- amendments recommended by T. and L.C., 637, 638; other amendments sought, 1592.
- See also* Wage Control.

Water Transportation:

- See* Transportation.

Welding:

- Alta.: provision of new Order under Act, 103; amendment in Welders Regulations under Act, 195.

Welfare:

- See* Cafeterias; Child Welfare; Health; Industrial Welfare; Seamen.

Western Union Telegraph Company:

- agreement between rival unions secured by N.L.R.B. following representation votes, 262.

Westman, L. E., Associate Director, National Selective Service:

- death of, 941.
- appointment as chairman of Departmental Committee on Post-War Training, 265.
- remarks at meeting of N.S.S. Administration Board on special labour supply arrangements and alternative service, 249.

“Wet-Time” Pay:

- United Kingdom—
“wet-time” pay plan in building industry, 1417.

White Papers:

- Canada—
Employment and Income, 616-20.
policy of full employment as outlined in White Paper on *Employment and Income* reviewed by Deputy Minister of Labour in statement before 95th session of Governing Body of I.L.O., 950.
extracts from paper on *Employment and Income* reviewed in quarterly report of W.P.T.B., 1088-89.
criticism of White Paper on *Employment and Income* by C.C. of L., 640.
- Australia: Full Employment, 1611.
- South Africa: proposed scheme of social security, 604.
- United Kingdom: Statistics Relating to the War Effort of the United Kingdom, 14-17; Re-allocation of Man-power between Civilian Employment during any Interim Period between the Defeat of Germany and the Defeat of Japan, 270; Housing, 813.

Whitebone, James A., Vice-President, Trades and Labour Congress of Canada:

labour representative at World Trade Union Congress, 1.

Wholesale Trade:

Man.: new regulations under Minimum Wage Act, 771.

Widows:

Canada—

eligibility under Veterans' Insurance Act, 1274.

employment preference indicated in statement issued by Prime Minister, 808.

training course for war widows sought by National Council of Women, 523.

Alta.: amendment in Mothers' Allowance Act *re* definition of "widow", 1202.

South Africa: inclusion of widows' allowances under proposed scheme of social security, 603.

"Wildcat" Strikes:

U.S.A.: fine imposed by union (U.R.W.A.) on strikers, deducted from wages, 129.

Willard, J. W., M.A., Executive Secretary, Canadian Medical Procurement and Assignment:

awarded Harvard Fellowship, 941.

Women in Industry:

Canada—

report (with chart and table) on distribution as at October 1, 1944, 267.

report on "Legislation Concerning Employment of Women—Provincial Laws", issued by Department of Labour, 1083.

D.B. of S. survey on increased proportion of women in industrial employment, 2.

report of D.B. of S. on sex distribution of persons in recorded employment as at April 1 (1945), 1041; as at October 1, 1944, 85.

role of women in war effort commended by Minister of Labour in review of man-power situation, 625.

provisions of agreements governing women's wages in pulp and paper industry, 550.

rescission of orders authorizing employment in mining occupations, 1603.

renewal of provincial restrictions governing employment of juveniles in coal mining, 1082.

duties of Supervisor of Women's Training under C.V.T., 523.

relaxation of N.S.S. regulations, 804.

recruitment of women workers—historical summary of N.S.S. Civilian Regulations, 632.

N.E.S. survey of opportunities for training of women for post-war employment, 794; of opportunities for pre-employment vocational training, 1120.

hiring of housewives for part-time employment without N.S.S. permit, 273.

discontinuance of N.S.S. regulation *re* advertisements for employment, 1420.

simplification of forms for reporting employment of female workers, 1420.

Women in Industry—Con.

B.C.: annual report of Department of Labour, 1741; of Board of Industrial Relations, 1742; regulations under Factories Act governing female factory workers, 915.

Ont.: revocation of order permitting employment of women in metallurgical plants in certain capacities, 1843.

United Kingdom: mobilization of women described in White Paper on *Statistics Relating to the War Effort of the United Kingdom*, 14; man-power policy in Great Britain after defeat of Germany outlined in White Paper, 270.

U.S.A.: return of war workers to domestic service indicated in survey of educational bureau, 615.

Japan: number of women in industrial employment, 1620.

Peru: ratification of I.L.O. convention *re* underground work, 1612.

Wood, Byron F., Associate Director, N.S.S., and Assistant to Deputy Minister of Labour:

appointment, 6.

remarks at meeting of N.S.S. Administration Board, 251.

appointment as member of Departmental Committee on Post-War Training, 265-66.

Woods, W. S., Deputy Minister of Veterans Affairs:

extracts from address at opening of training courses for rehabilitation counsellors, 190.

appointment as chairman of Committee on University Training for Veterans, 797.

Woodworkers:

U.S.A.: union awarded extended vacation with pay by N.W.L.B., 1085.

Workers' Education:

See Education.

Workers' Educational Association:

proceedings of annual summer session, 1102-3.

Working Conditions:

See Conditions of Employment.

Workmen's Compensation:

Canada—

payment of compensation under Government Employees Compensation Act to employees of Crown companies and persons serving without remuneration, 766.

new order under Government Employees Compensation Act extends benefits to employees suffering accidents outside Canada, 766.

compensation for industrial diseases provided under Government Employees' Compensation Act, 1530.

Workmen's Compensation—Con.**Canada—Con.**

- workmen's compensation for war veterans receiving military disability pension, 1530; reference in radio address of Minister of Labour *re*, 1087.
- regulations governing merchant seamen; establishment of Merchant Seamen Compensation Board, 1347.
- wage rates of trainees in industry for contribution purposes, 126.
- study of provincial labour standards, 1083, and comparative study of provincial legislation, 1607, issued by Department of Labour.
- fatal and non-fatal accidents reported by provincial boards, 437.
- fatal industrial accidents during third quarter of 1945 as reported by provincial boards, 1738.
- deaths of N.W.L.B. *re* injured workmen, 143, 278.
- establishment of pension for invalided workmen urged by C.C.C.L., 1593; other recommendation, 1593.
- Alta.: annual report of Board (1943), 440; legislative recommendations of Federation of Labour, 936.
- B.C.: annual report of Board (1944), 1194; additional compensable industrial diseases under Act, 195, 768; amended schedule of industrial diseases, 1844; accident prevention rules under Act, 1531; formation of accident prevention committees under Board, 122; amendments in Act sought by Federation of Labour, 797, 942; amendments in Act requested by T. and L.C., 255.
- Man.: annual report of Board (1944), 790, (1943), 439; amendment to Act, 997.
- N.B.: annual report of Board (1944), 924.
- N.S.: annual report of Board (1944), 789, (1943), 437; recommendation of Royal Commission on Provincial Development and Rehabilitation, 1261; amended regulations under Act, 1525; amendments in Act recommended by C.C. of L., 934.
- Ont.: consolidation of previous regulations under Act, 353; amendments in Act, 1696; annual convention of I.A.P.A., 612-13; number of accidents reported to Board during 1944-45 revealed in statement issued by I.A.P.A., 1219; compensation and medical aid awarded during 1944-45 as reported by I.A.P.A., 1219; action for damages from benzol poisoning falls under Workmen's Compensation and Factory Acts, 920; amendments in Act requested by C.C. of L., 935; by T. and L.C., 253.
- Que.: annual report of Board (1943), 439; amendments in Act, 1529; Court orders refund of amount deducted from wages of employee to offset compensation payments, 197; Crown recovers cost of repairs to vehicle from negligent employee who was compensated for accident under Quebec Act, 1011; recommendations of C.C.C.L., 1593; criticism of Commission by C.C.C.L., 1593; amendments in Act recommended by C.C.C.L., 441.
- Sask.: amendments to Act, 999; provisions of Blind Workmen's Compensation Act, 1000; awards under Workmen's Compensation (Accident Fund) Act, 1000.

Workmen's Compensation—Con.

- United Kingdom: amendments in Act sought by T.U.C., 1596.
- U.S.A.: recommendations of eleventh National Conference on Labour Legislation, 199.
- See also* Government Employees Compensation Act; Legal Decisions.

World Trade Union Conference:

- Canadian delegations, 1.
- meeting, 264.
- summary of proceedings, 557-60.
- tentative constitution for World Federation of Trade Unions, 799.
- Canadian representation, 1273.
- basis for establishment of new International discussed at Conference by representatives of T.U.C. and C.I.O., 559.

World Federation of Trade Unions:

- tentative constitution, 799.
- formation, 1612.

Youth Employment and Training:

- International Youth Charter drafted by I.L.O. at meeting held in Montreal, 1085.
- report on protection of children and young workers on agenda of International Labour Conference, 1419.

Canada—

- renewal of Dominion-provincial agreements on Youth Training, 522.
- post-war training programs outlined by Minister of Labour, 1023.
- report of Canadian Youth Commission on "Employment and Training of Canadian Youth" reviewed before conference of Vocational Training Advisory Council, 525.
- progress report on Youth Training projects under C.V.T., 523, 1832.

N.S.: annual report of Department of Labour, 1408.

Ont.: amendment in Adolescent School Attendance Act *re* issuance of home permits and employment certificates, 1697.

Que.: provisions of Act providing training and opportunities for establishment of young people, 1529; observation of various types of occupations as part of school's vocational guidance program, 128.

United Kingdom: provisions of Coal Mining (Training and Medical Examination) Order, 1944, governing employment of boys, 942.

U.S.A.: advisory standards of Department of Labour *re* wartime employment of juveniles in pulp and paper industry, textile industries, foundries, and on railroads, 727.

See also Juvenile Employment.

Zinc:**Canada—**

- output as recorded in review of war production, issued by Minister of Munitions and Supply, 11, 12.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

VOLUME XLV]

JANUARY, 1945

[NUMBER 1

Notes Of Current Interest

Canada represented at meeting of I.L.O. Governing Body

At the ninety-fourth session of the Governing Body of the International Labour Office, held in London late in January, the Canadian Government was represented by Mr. Paul Martin, K.C., M.P., Parliamentary Assistant to the Minister of Labour. Mr. Martin attended the meeting as a substitute for Mr. Arthur MacNamara, Deputy Minister of Labour, who is the regular Canadian Government representative. He was accompanied by two technical advisers, Mr. Eric Stangroom of the Department of Labour and Mr. A. A. Heaps, of the Unemployment Insurance Commission, who will also attend to other business in Great Britain for the Department of Labour.

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, also attended the session. Mr. Bengough was elected as a labour member of the Governing Body at the Philadelphia Conference of the I.L.O. last spring.

The session was preceded by meetings of the special I.L.O. committees on constitutional questions (including the relationship between the I.L.O. and other international organizations) and on employment policy. Its agenda included proposals for the setting up of international industrial committees, social provisions in the peace settlement, regional activities of the I.L.O., maritime questions, and the reports of the two special committees.

Canadian delegations to World Trade Union Congress

The delegation of the Canadian Congress of Labour is headed by Messrs. Pat Conroy, Secretary-Treasurer of the C.C.L., C. H. Millard, M.L.A., National Director, United Steelworkers of America, and J. E. McGuire, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees and Other Transport Workers. As alternates, the Congress is sending Messrs. George Burt, Canadian Director, United Automobile Workers, and Nigel Morgan, International Board Member, International Woodworkers of America; and as observer, Mr. C. S. Jackson, President, United Electrical, Radio and Machine Workers of America.

The Trades and Labour Congress of Canada will be represented by Messrs. J. A. Sullivan, Secretary-Treasurer, and James A. Whitebone, First Vice-President.

Increase in labour-management production committees

An increase has occurred in the number of labour-management production committees of which the Industrial Production Co-operation Board has record. The total, as of December 31, is approximately 285, an increase of about 35 since September 30.

A joint statement by the Minister of Labour and the Minister of Munitions and Supply has indicated the Government's intention of continuing to encourage the formation of labour-management production committees in the post-war and reconstruction periods (L.G., Dec., 1944, p. 1464). The Industrial Production Co-operation Board is therefore continuing and expanding its work of increasing the number of committees, whose contribution to war production and to harmonious labour-management relations is praised in the statement and declared to be "essential" to the successful solution of the problems of peace.

**Decline in
time loss from
strikes and
lockouts**

Preliminary figures for the year 1944 show that time loss resulting from strikes and lockouts was approximately half as great as in 1943.

During 1944, according to preliminary records, a total of 501,765 man-working days were lost, as compared with 1,041,198 days in 1943. There were 189 strikes, as compared with 402 strikes in the previous year; and the number of workers involved showed an even greater decline, from 218,404 in 1943 to 77,698 in 1944.

Further details may be found in the article beginning on page 65 of this issue. Final figures will appear in the annual summary of strikes and lockouts in Canada in a forthcoming issue of the *LABOUR GAZETTE*.

**Proportion of
women in
employment
increasing**

The proportion of women as compared with men in employment in Canada has been increasing, according to a survey undertaken last October by the Dominion Bureau of Statistics.

At October 1, 1944, there were 271 women per thousand persons employed in the industries included in the survey. On the same date in 1943 there had been 262 females per thousand persons employed, and in 1942 the proportion had been 235 per thousand.

The largest proportion of female employees was found in the services industries, where there were 582 women per thousand workers. The proportion in communications was 555 women per thousand; in finance, 539 per thousand; in trade, 493 per thousand; in manufacturing, 283 per thousand. In the other major industrial divisions (logging, mining, transportation, and construction) the employment of women was negligible.

Further details of the survey will be found elsewhere in this issue on page 85.

**Status of
professional
and scientific
workers under
labour code**

On January 9 the Wartime Labour Relations Board (National) conducted a public hearing to hear submissions from various organizations concerning the status of professional and scientific workers in Canada under the Wartime Labour Relations Regulations.

Such workers had been temporarily classified as persons "employed in a confidential capacity" and thus excluded (under Sec. 2 (f) (i) of the Regulations) from the machinery set up for collective bargaining.

At the hearing, representatives of a group of professional organizations, including the Engineering Institute of Canada, asked for their continued exclusion and for the promulgation of a separate code to govern collective bargaining on the part of such workers.

The proposal was opposed by the Trades and Labour Congress of Canada and the Canadian Congress of Labour, as well as by the Association of Technical Employees (CIO) and the Canadian Association of Scientific Workers.

Spokesmen for these organizations argued that professional workers should not be excluded from the labour code and are not to be regarded as employed in a confidential capacity.

The Secretary of the Canadian and Catholic Confederation of Labour expressed the opinion that professional workers should not be included under the code unless they wished it.

**Replacement of
men on post-
ponement from
military training**

Mr. Arthur MacNamara, Director of National Selective Service, announced on December 15 a plan for the replacement wherever possible of civilian men who have been granted postponement of military training while working in industry by qualified men whose services are being dispensed with by the R.C.A.F. because they are surplus to requirements and are not suitable for recall for service in the Army.

Mr. MacNamara pointed out that the Industrial Mobilization Surveys, which have been carried out by National Selective Service over a period of more than a year, have been successful in reducing the number of civilians on postponement in war industry to very small numbers of men in key positions, some of whom are actually of low medical category. However, those who may be available for military training will be called up just as soon as demobilized men can be secured to take over the civilian jobs.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

There was a moderate increase in employment at the beginning of November, according to figures published by the Dominion Bureau of Statistics.

According to pre-war experience, the present increase is contra-seasonal, although smaller than the gains recorded at each November 1 since 1939. The index was 183.8 at the beginning of November and 183.3 at October 1, 1944, as compared with 188.7 at November 1, 1943, and 123.6 at November 1, 1939. The seasonally-adjusted index advanced from 174.4

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1944			1943		
	December	November	October	December	November	October
Employment Index.....(1)		183.8	183.3	190.5	188.7	187.6
Unemployment percentage (trade union members).....(2)				0.6	0.3	0.3
Unemployment Insurance claims.....		11,798	6,222	6,562	2,896	1,475
Index numbers, aggregate weekly payrolls.....(3)		151.0	151.0	153.4	152.0	150.8
Per capita weekly earnings.....(4)		32.29	32.36	31.61	31.50	31.53
Prices, Wholesale Index.....(1)	102.5	102.4	102.4	102.5	102.4	101.9
Cost of Living Index.....(4)	113.5	118.9	118.6	119.2	119.4	119.3
Retail sales unadjusted index.....(4)		190.7	182.6	221.7	172.8	173.4
Retail sales adjusted index.....(5) (4)		182.1	174.7	167.9	165.0	157.7
Wholesale sales.....(4)		196.0	202.6	164.1	172.2	176.5
Common stocks index.....(4)	86.6	86.0	86.2	80.5	79.6	86.4
Preferred stocks index.....(4)	129.8	128.8	126.7	115.8	115.3	118.2
Bond yields, Dominion index.....(4)	196.7	97.0	97.0	97.3	97.3	97.3
Physical Volume of Business Index.....(6) (4)		227.9	228.0	248.8	242.9	239.5
INDUSTRIAL PRODUCTION.....(4)		255.4	259.7	282.0	282.5	283.3
Mineral Production.....(4)		191.7	208.9	244.8	292.3	310.9
Manufacturing.....(4)		284.7	285.8	308.4	306.9	304.1
Construction.....(4)		92.7	113.4	107.6	70.4	82.5
Electric power.....(4)		148.5	152.4	153.5	149.4	151.3
DISTRIBUTION.....(4)		171.1	162.4	180.3	158.7	148.8
Carloadings.....(4)			127.4	153.2	138.8	121.6
Tons carried, freight.....(4)			140.4	196.1	164.5	134.7
Trade, external, excluding gold... \$		459,089,601	478,499,591	442,835,828	453,723,018	425,795,307
Imports, excluding gold..... \$		141,616,854	160,050,238	134,872,074	160,310,824	162,920,856
Exports, excluding gold..... \$	266,879,000	312,490,949	313,961,898	302,571,274	289,912,212	259,808,158
Bank debits to individual accounts..... \$	5,063,008,959	6,671,201,083	4,981,879,000	4,850,427,912	5,913,477,221	4,654,206,873
Bank notes in circulation.....(6) \$	902,600,000	913,500,000	906,100,000	760,800,000	767,300,000	746,700,000
Bank deposits in savings..... \$		2,343,141,318	2,488,931,345	1,947,774,749	1,882,539,587	1,961,160,941
Bank loans, commercial, etc.... \$		1,231,088,038	953,691,074	1,103,715,772	1,201,230,243	986,406,648
Railway—						
Car loadings, revenue freight cars.....(7)	275,405	303,082	305,791	238,822	293,894	290,454
Canadian National Railways operating revenues..... \$			33,268,700		32,973,500	33,299,400
operating expenses..... \$			29,055,839		26,854,976	24,211,461
Canadian Pacific Railway traffic earnings..... \$		27,165,196	28,160,691	27,282,828	27,461,492	26,344,166
Canadian Pacific Railway operating expenses, all lines... \$		21,135,118	22,402,161	22,265,179	21,870,852	20,502,749
Steam railways, freight in ton-miles.....			5,815,123,000		5,868,132,000	5,815,123,000
Building permits..... \$		8,180,131	11,914,020	6,381,375	6,459,327	6,880,239
Contracts awarded.....(8) \$	12,730,000	18,901,600	25,925,400	26,122,600	14,146,500	19,258,500
Mineral Production—						
Pig iron..... tons		146,972	154,119	137,256	142,249	146,794
Steel ingots and castings..... tons		268,923	275,524	227,822	250,444	271,076
Ferro-alloys..... tons		15,280	15,631	17,038	16,169	16,843
Gold..... ounces			230,023	262,995	267,797	280,062
Coal..... tons		1,637,863	1,532,295	1,609,349	1,472,424	1,559,007
Copper..... pounds			42,273,855	47,740,227	47,505,267	48,860,883
Nickel..... pounds			21,817,881	24,003,550	23,175,838	22,924,363
Lead..... pounds			18,369,547	31,752,739	34,635,657	35,272,574
Zinc..... pounds			41,416,761	51,662,235	46,989,693	46,836,744
Timber scaled in British Columbia bd. ft.		270,825,205	280,677,388	324,358,681	272,138,219	267,655,958
Flour production..... bbls.		2,306,607	2,048,508	2,173,433	2,175,831	2,118,409
Footwear production..... pairs		3,130,972	3,065,459	2,691,949	2,912,502	2,871,268
Output of central electric stations..... k.w.h.		3,439,651,000	3,482,045,000	3,559,509,000	3,460,737,000	3,458,568,000
Sales of insurance..... \$			48,665,000	51,258,000	53,207,000	52,846,000
Newsprint production..... tons		256,762	258,301	249,690	256,340	259,340

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended December 23, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1936=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended December 23, 1944, and corresponding previous periods. (8) Maclean's Building Review.

in the preceding month to 175.9 at the beginning of November. The 14,983 establishments reporting to the Bureau showed a total working force of 1,867,673 at November 1, an increase of 5,389 since the month preceding. The total weekly wages and salaries paid to these employees increased by 0.1 per cent to \$60,300,839 at November 1. The per capita weekly earnings decreased from \$32.36 in October to \$32.29 in November.

Since June 1, 1941, the number of persons in recorded industrial employment has increased 20.4 per cent and their aggregate weekly payrolls, 51 per cent. The expansion is considerably smaller in the non-manufacturing industries. In manufacturing, employment expanded 31.7 per cent and payrolls 68.1 per cent.

The expansion in recorded employment at November 1 took place in non-manufacturing industries while there was considerable curtailment in manufacturing employment, a decrease of 1.7 per cent in the durable goods group and 0.4 per cent in the non-durable goods. This is the seventh monthly decline in manufacturing as a whole since the beginning of 1944. Logging showed above average seasonal activity. Trade increased due to the employment of unusually large numbers of part-time workers. In the construction and maintenance group, building increased substantially while highway and railway employment decreased. Mining, communications, transportation and services experienced seasonal reduction in activity.

The index of the physical volume of business recorded a decline from 228.0 in October to 227.9 in November. The index based on 1935-39 average as 100.0, was at 242.9 at November, 1943. The factors indicating the trend of commodity distribution recorded a considerable increase while the other four main components of the index, industrial production, mineral production, manufacturing, construction and electric power reached a lower position.

For the first eleven months of 1944, the index of the physical volume of business averaged one per cent higher than for the similar period in 1943. In the same comparison, the index of industrial production was 1.5 per cent lower and the index of industrial employment 0.4 per cent lower; mineral production was 5.0 per cent lower and employment in mining 2.5 per cent lower; manufacturing production was 0.1 per cent higher and manufacturing employment 0.4 per cent lower, construction contracts awarded and building permits issued were 43.8 per cent and 56.4 per cent higher respectively, and construction employment was 19.9 per cent lower. Employ-

ment in building construction was 41.7 per cent lower and in highway construction 3.2 per cent lower. Employment in logging was 18.9 per cent higher and in trade 10.0 per cent higher. In the same comparison, export trade increased 19.3 per cent, import trade 2.0 per cent, carloadings 6.7 per cent, wholesale prices 2.8 per cent and the cost of living 0.5 per cent. Also wholesale and retail sales were considerably above the 1943 level. Bank debits expanded 13.6 per cent and the circulating media averaged 20.7 per cent higher in the first eleven months of 1944 compared with the similar period of 1943.

Cost-of-living index declines

The Dominion Bureau of Statistics cost-of-living index declined from 118.9 for November 1 to 118.5 for December 1, 1944. This change was wholly accounted for by a reduction in the food group index from 131.6 to 130.3, with lower prices for eggs, vegetables and fruits contributing the major portion of the decline. The December, 1944, cost-of-living index of 118.5 compares with a 1943 year-end figure of 119.3, and 115.8 on December 1, 1941, when maximum price regulations went into effect. Group indexes other than foods remained unchanged for December, 1944, as follows: rentals 112.0, fuel and light 108.1, clothing 121.6, homefurnishings and services 118.4, and miscellaneous items 108.9. After adjustment to the base August 1, 1939, as 100.0, the index was 117.6 at December 1 as compared with 118.0 at November 1, 1944.

Wartime Salaries Order modified

An Order in Council (P.C. 9505, December 21, 1944) amending the Wartime Salaries Order (P.C. 1549, February 27, 1942), was announced recently in a joint statement by the Minister of Finance, Honourable J. L. Ilsley, and the Minister of National Revenue, Honourable Colin Gibson.

According to the statement the changes "are based upon experience during the three years that the Order has been in effect and are intended to provide for a control that will be more similar in principle to the control over wage rates than has been possible up to date."

The statement continues:

"The Salary Order has proved in practice to be more severe in its restriction upon salaries than the various orders controlling wages because of the greater difficulties in defining and classifying established positions in the case of salaries. It is now believed that with the experience gained in administration of the Order it is possible to provide for adjustments of

individual salaries within ranges of rates previously established for the positions in question, and to provide for the correction of gross inequities in certain cases where there have been substantial changes in the nature and extent of the duties and responsibilities of salaried officials.

"The principal new provisions of the Order as amended are the following:—

- (1) The salaries paid to newly appointed officials must not only conform to the regulations of the Order but must be reported to the Inspector of Income Tax for approval within three months.
- (2) All persons earning less than \$250 per month are to be excluded from the operations of the Wartime Salaries Control Order and are to be covered instead by the Wartime Wages Control Order. Previously persons earning between \$195 and and \$250 per month came under one order or the other, depending on whether or not they were above the rank of foreman or comparable rank. This action will require a corresponding amendment to the Wartime Wages Control Order in due course.
- (3) The Minister of National Revenue is enabled to authorize adjustments in the salaries paid to salaried officials supervising employees who have received a general increase in wage rates if and to the extent that the relationship between such wage rates and the salaries in question constitutes a gross inequity. This provision is intended to correct a number of very awkward situations which have been existing where persons subject to the Wartime Wages Control Orders have received increases in wage rates but those immediately above them in the same organization and subject to the Salaries Order have not been able to receive any increase and are in some cases therefore receiving only as much as, or in some cases even less than, the wage-earners whom they are supervising.
- (4) The Minister is given authority to permit increases in salary within established ranges of salaries for the position which the official occupies. The Wages Control Order permits the increase of wages within established ranges without reference to the War Labour Boards but it is felt that in the case of salaries a review of each instance is necessary as ranges are usually less well defined and the adjustments even within the range will be subject to careful control.
- (5) Provision is made for permitting increases in exceptional circumstances in salaries paid to individuals whose jobs have substantially altered by reason of a change in the duties and responsibilities involved even though there has been no formal promotion, if the Minister of National Revenue considers such action is necessary to remedy a gross inequity. This provision is considered necessary in order to rectify a relatively small number of cases where for one reason or another the duties and responsibilities of a salaried official have altered very greatly but there has been no way in which an adjustment could be made in his salary to reflect this within the terms of the Salaries Order.

"There are a number of other relatively less important changes and inconsequential changes in wording".

Training and extending over a period of several weeks, for discharged about 700 carefully selected men and women, war veterans representative of every branch of the Armed Services, are being given intensive training as counsellors to assist discharges in every way possible in becoming re-adjusted to civilian life. Following the completion of their training, these counsellors will be stationed at every discharge, release, and rehabilitation centre in Canada.

This service is one of the primary functions of the recently organized Department of Veterans' Affairs. The training course is under the general supervision of Mr. W. S. Woods, Deputy Minister of the Department, with Mr. O. C. Elliott, Chief Welfare Officer, as general Chairman. The Department of Labour, through its Employment and Vocational Training Services will co-operate in this rehabilitation work.

A more detailed report of the training courses will be given in the February issue of the *LABOUR GAZETTE*.

Selection of university science graduates for Armed Forces Arrangements have been completed under which the Armed Forces will select technical personnel from university science students graduating in 1945, it was announced recently by Mr. Arthur MacNamara, Director of National Selective Service.

"Travelling Boards representing the technical branches of the Navy and the Army together with officials of the Wartime Bureau of Technical Personnel, will visit the various universities in the near future for the purpose of interviewing graduates for technical appointment," Mr. MacNamara stated. Similar arrangements were made in 1944.

While the Boards will be chiefly concerned with interviewing the 1945 graduates for the two services, a number of 1946 graduates in engineering, mathematics and physics are required by the Navy and the Army for summer training during the 1945 vacation, and these will be selected at the same time.

It is understood that after the representatives of the Armed Forces have completed their selection, the needs of civilian industry for technical personnel from the 1945 graduates will be considered.

N.S.S. procedure changed regarding female university students

The Selective Service rule under which female university students required a Selective Service permit to return to their studies when they had failed to make qualifying marks during any university term, has now been withdrawn, according to an announcement made by Hon. Humphrey Mitchell, Minister of Labour, on December 16.

The change in procedure does not affect men who are attending university.

The demand for the services of women in industry is now less acute, and because of this the National Selective Service University Advisory Board at a recent meeting recommended that the regulations be relaxed in relation to female university students, so that these students would be permitted to return to their studies without Selective Service permits, even though in a previous term they failed to make qualifying marks. The recommendation of the University Advisory Committee was later approved at a meeting of the National Selective Service Advisory Board, and will be put into effect immediately.

Appointment of Byron F. Wood on veterans' affairs

The appointment of Byron F. Wood as Associate Director of National Selective Service and Assistant to the Deputy Minister of Labour, has been announced by Hon. Humphrey Mitchell, Minister of Labour. Mr. Wood will co-ordinate within the Department of Labour the dealing with veterans' affairs in so far as the Department has jurisdiction.

At the moment the Department of Labour is responsible for the administration of the Reinstatement in Civil Employment Act, under which discharged members of the Forces return to their former civilian jobs. Also, through the Training Branch much of the work of trade training for veterans will come under the supervision of the Labour Department. Placement of veterans in employment will be handled largely, it is planned, through the Employment Service.

Prosecutions under N.S.S. Civilian Regulations

Failure to comply with National Selective Service Civilian Regulations resulted in the prosecution of 149 persons during the month of November.

A total of 111 were convicted, as compared with 122 convictions in October. Eight more charges were laid in November than in the previous month.

Employers were convicted in 11 cases, most of them being charged with engaging workers without permits. Of 69 employees convicted, a majority were charged with leaving employment without giving notice of separation, quitting "designated" high priority work without Selective Service permission, or failing to accept high priority work when referred by a Selective Service officer.

Thirty-one conscientious objectors were convicted of failing to follow a direction to report to an alternative service work camp.

At December 1 a total of 343 cases were still pending—23 being charges against employers, 166 against employees, and 154 against conscientious objectors.

Appointment of V. C. MacDonald to Nova Scotia Boards Hon. Humphrey Mitchell, Minister of Labour, recently announced the appointment of V. C. MacDonald, K.C., of Halifax, as Chairman of the Nova Scotia Regional War Labour Board and also as Chairman of the Nova Scotia Wartime Labour Relations Board.

Mr. MacDonald succeeds the Hon. L. D. Currie, Nova Scotia Minister of Labour, who had asked to be relieved of the Chairmanships of the two Boards by reason of pressure of other duties.

Mr. MacDonald was Assistant Deputy Minister of Labour at Ottawa up to a few weeks ago, when he was granted a transfer to Halifax where he not only resumed his post as Dean of the Law School of Dalhousie University at the opening of the present university session, but where in addition he continued as an assistant to the Deputy Minister of Labour and handled special duties for the Labour Department at Halifax.

Administration of Post-Discharge Re-establishment Order During the month of November 2,844 ex-service men and women of this war received benefits under the Post-Discharge Re-establishment Order

according to an announcement by the Honourable Ian Mackenzie, Minister of Veterans' Affairs. (Under this Order maintenance grants are paid to veterans who are taking vocational training or higher education, who are unemployed because no suitable work is available, who are awaiting returns from a farm or business venture or who are temporarily incapacitated through casual illness. The grants are on the basis of \$60 monthly for a single man and \$80 per month for a man and his wife during training and continuation of education, with appropriate al-

lowances for dependents, and \$50 and \$70 respectively for the other three categories.)

The total receiving benefits during November was the highest yet recorded, and showed an increase of more than 1,000 over the September total of 1,810.

Also during November, 15,487 jobs were found for veterans of this and the first Great War, an increase of nearly 2,500 over the number of veterans placed in employment through National Selective Service in September. Of these 11,930 went to ex-service men and women of this war.

The figure on placements is considerably in excess of discharges from all three services during the month, indicating that National Selective Service, in co-operation with the Department of Veterans' Affairs is much more than keeping pace with discharges, the Minister reported.

Of the 2,844 veterans in receipt of benefits during the month, 425 received payment while seeking suitable employment although only 283 of these were still receiving benefits at the end of November. A total of 78 received payments while temporarily incapacitated and 288 were receiving assistance while awaiting returns from a farm or business venture on their own account. There were 464 ex-service personnel receiving grants while taking university or professional training at the end of the month, an increase of 370 over September figures, and 1,687 grants were being paid to former members of the forces taking vocational training. This training figure represents an increase of 541 over two months ago.

The total amount expended under the Post-Discharge Re-establishment Order during November was \$152,756.27 as compared with \$88,246.51 for September. Of this total almost \$120,000.00 was expended to ex-service men and women who, by vocational training or higher education, are preparing to re-establish themselves more firmly in industrial or professional fields.

Report of Saskatchewan Health Services Survey Commission pamphlet form by the Minister of Public Health of that province. A brochure covering a study of socialized health services in Saskatchewan was issued recently in pamphlet form by the Minister of Public Health of that province. The study was made under the direction of Dr. Henry E. Sigerest, Professor of the History of Medicine at the Johns Hopkins University, late last summer.

Dr. Sigerest was assisted by a "Health Services Survey Commission" of five members, representative of the medical, dental and

nursing professions and hospitalization experts of the province. The Commission conducted hearings in a number of cities and towns throughout Saskatchewan and over 80 briefs were received from interested organizations, including health bodies, urban and rural municipalities, hospital board professional groups, trade unions and agricultural organizations. The hearings were concluded on October 5 and the brochure was issued by the Minister later in that month.

Some of the more important recommendations for immediate action follow:

(1) Establishment of a Saskatchewan Health Services Planning Commission whose immediate tasks would be:

- (a) To determine the cost of the various services recommended.
- (b) To outline the boundaries of the Health Districts in consultation with other Departments of the Government.
- (c) To work out in detail the needs of one or two sample districts, to determine the services required to satisfy these needs, and their costs.
- (d) To make an inventory of those municipalities and L.I.D.'s which at present have no medical service whatsoever and to determine what action has to be taken to relieve them, without delay.
- (e) To study a scheme of compulsory health insurance for the population of the eight cities.
- (f) To assist the Government in planning whatever services are being considered at the moment.

(2) To select as soon as feasible, qualified young medical graduates for post graduate study, notably in the fields of public health, psychiatry and cancer control.

(3) To select qualified registered nurses for post-graduate training in midwifery.

(4) To build a home for mental defectives.

(5) To lay plans for extension of the Medical School and for the construction of a university hospital.

(6) To lay plans for the hospitalization and pre- and post-natal care of maternity cases.

(7) To provide from public funds for complete medical services to old age pensioners, widows and orphans and to persons suffering from mental diseases and venereal diseases.

(8) To establish, as soon as feasible, dental school clinics in the cities, and travelling dental clinics in the rural districts.

The Health Services Act has already authorized the appointment of a Health Services Planning Commission to function along the lines suggested by Dr. Sigerest and his committee of experts (L.G., Dec., 1944, p. 1546).

**Post-war
policy of
British unions**

An "Interim Report on Post-war Reconstruction" recently issued by the British Trades Union Congress sets out the basic direction of trade union policy in Britain for the post-war period. The three main objects of the Congress are described as: (1) improving wages, hours, and conditions of work; (2) assuring full employment, meaning that there should be "always more vacant jobs than there are unemployed men", and that these jobs should be "on terms and conditions not less favourable than those negotiated by the unions"; (3) extending workers' control over industry.

To achieve these objectives the report advocates a system of control over the whole of economic life. It takes the position that such controls are inevitable, but the kind of controls and who will exercise them are the problems that must be studied and solved. It suggests three broad types of control for post-war British industry:

(1) Public ownership in certain industries, such as fuel and power, transportation, and iron and steel;

(2) Control over certain strategic points in the economy, such as the utilization of natural resources, the location of industry and general physical planning, foreign trade and certain phases of the monetary system;

(3) Controls over the private section of industry. Equitable compensation is suggested for acquired private industries which would be operated by public corporations.

The report emphasizes the importance of the control of investments and then, indirectly, the control of physical resources. It is claimed that the variations from time to time in the amounts invested in building new capital equipment are the immediate cause of trade cycle depressions. The report advocates making the Bank of England into a public authority under a responsible Minister and a Governor appointed by the Government. Further, it suggests the setting up of a National Investment Board with full powers to survey all industrial planning and lending. It would license investment and would encourage new developments, to meet the most urgent needs first, so as to keep up the total national spending.

In connection with controls over private industry stress is laid upon the need for protection against anti-social practices and it is proposed to keep strong price controls.

The setting up of Industrial Boards composed equally of employers and workers—the latter being appointed by the trade unions—with a chairman appointed by the Govern-

ment, is also advocated. These would be responsible for general planning in industry, the standardization of research, joint marketing and purchasing, pooling of transport, arrangement of common credit and insurance services, etc. These Industrial Boards would have Regional Boards under them. The general principle aimed at throughout is that "the work-people and the public as a whole should participate in the determination of their economic destinies."

Quite apart from these administrative controls there would be the regular trade union negotiating machinery and joint production committees with equal management and labour representation. However, it is indicated that if efficient controls are established, compulsory arbitration or direction of labour will not be necessary and that the unions will be willing to avoid wage and employment policies which might hinder efforts to provide sufficient jobs.

**British labour
plans effective
use of post-war
leisure time**

Leisure time and its profitable use in the post-war years has been engaging the attention of the trade union movement in Great Britain.

A memorandum submitted by the National Council of Labour Colleges to the General Council of the British Trade Union Congress indicates something of labour's attitude towards, and its plans for utilizing this important factor in post-war social life.

At the outset, the memorandum asserts that "the use to which workers put their leisure time is of special importance to the labour movement. One reason for that is that labour's success depends largely on the number of members who are willing to undertake voluntary work for the movement. A willingness to work, however, is not sufficient if the maximum of effective service is to be rendered. The quality of the work . . . depends upon the educational equipment of each voluntary worker, and that . . . depends materially on the amount of time he is willing to spend, or has spent, in educating himself for service in the labour movement."

It is asserted that, "the primary interest of the trade union movement in the worker's leisure is to ensure that he devotes some of it to the working class movement," in order that labour may play a bigger part, "not only in the economic and the political, but in the social aspects of his life and that of his family."

Warning is given of what is termed, "the danger of irresponsible citizenship," which assumes that it is "the business of the State, or the local authorities, or the trade unions

to provide extensive facilities for amusement on a mass scale." It is suggested that it is the prime duty of "the trade union and labour movement to stress the point that mere recreation must take a very secondary place to work and social responsibilities." However, recreation is not overlooked. Attractive meeting and reading rooms are urged for use for both business and social purposes. Sound pictures are advocated for recreation and education, hostels for week-end schools and the development of youth organizations in the trade union movement.

It is concluded, that any scheme promoted by labour for the use of leisure time should have for its main object the directing of "the intelligence and the emotions of its membership to the end of shaping a new and democratic social order which will make full use of the vast productive machinery now available, while at the same time preserving for the individual man and woman those essential democratic rights that can so easily disappear in an age of largescale planning and highly complicated organization."

Escape Periods in Maintenance-of-Membership Agreements

AN article in the December issue of the *Monthly Labour Review*, U.S. Department of Labour, deals with the effect on union membership of "escape periods" in renewed maintenance-of-membership agreements.

Under a maintenance-of-membership clause in a union agreement, members of a trade union are required to retain their membership for the duration of the contract on penalty of losing their jobs. The U.S. National War Labour Board has generally ordered that before such an agreement takes effect, a 15-day "escape period" must be provided, during which union members may resign their membership if they so desire. When a union agreement comes up for renewal at the end of a year or more, a second escape period must be allowed, according to Board policy. (L.G., 1943, p. 1328.)

In a survey conducted by the U.S. Bureau of Labour Statistics to determine the effect of this second escape period on union membership, 21 plants were visited having a total reported union membership of about 75,000. It was found that only 395 workers, or about one-half of one per cent had made use of the escape period to resign from the union.

In no case did resignations exceed 6 per cent of the total union membership at the time of the award, and in only three cases did resignations exceed 1 per cent of the union membership. In seven cases no resignations were reported.

"In the majority of instances the reasons given by union officials to account for the resignations were based on personal and petty grievances", the article states. "In one case, resignations were prompted by the desire of some of the members to seek affiliation with another union which was conducting an organizing campaign. In one other case, it was stated that internal union friction and

poor administration were responsible for a number of resignations. Promotions to supervisory positions outside the bargaining unit accounted for some withdrawals. Encouragement from supervisors was cited in two instances as responsible for resignations."

Information was not available to determine whether resignations were primarily those of delinquents or of union members in good standing. Delinquents were required by the Board to pay up back dues before they could resign, in certain cases.

Commenting on the attitudes of management and unions, the article states:

"Without exception, management representatives supported the inclusion of an escape period at the beginning of each maintenance-of-membership agreement, as a matter of principle; namely, to permit their employees to exercise the democratic right of free choice. The unions, with but two exceptions, were opposed to a second (or, for that matter, any) escape period. In one of the exceptions, a very small plant, 100 per cent organized, the local union president stated that the escape period served as a test and proof of the union's strength—in a sense, a vote of confidence—and he was willing to have an escape period at any time. In the other case the union representative expressed no opposition to the escape period, because no resignations had occurred during either of the escape periods.

"The objection to a second escape period most frequently voiced by the union officials was that it is, or could be, a threat to the union's security either through the organized opposition of a rival union or anti-union pressure exerted by the company. Also, union representatives argued that a second escape period allowed a person to drop his membership after he had taken advantage of the benefits gained by the union during both the old and new contracts."

Labour and the War Effort

Manpower Shortages in War Industry

Radio Address by Mr. Arthur MacNamara, Deputy Minister of Labour and Director of National Selective Service

IN a radio address on January 6, Mr. Arthur MacNamara, Director of National Selective Service, called attention to manpower shortages in certain key industries.

"Only a national disaster," he said, "could result from the belief that, because a few workers are laid off here and there, or because a report states that no further supplies of a particular item are required, the battle of production is ended."

He declared that "with the vast and complicated production organization which this war makes necessary, it is inevitable that here and there we will catch up on production. We may even over-reach ourselves sometimes." But labour shortages still continued in specific cases.

He stated that perhaps two thousand men and women were needed for the rubber tire factories in order that Canada might do its share in answering an appeal from General Eisenhower for one million heavy military tires for war vehicles, by producing this year 200,000 more tires.

"The rubber tire factories in Canada, located around Toronto, Hamilton and Kitchener, are equipped with machines and materials to increase their output to meet Canada's new quota," he said, "provided additional workers are forthcoming—provided Selective Service makes good on the pledge I have made to find the men and women they are looking for.

"On behalf of the employees, their union officials have agreed to co-operate to increase production in so far as workers already in the plants are concerned. It remains for Selective Service, therefore, to find additional workers, perhaps two thousand men and women, to be placed in the plants so that the new high quota will be fully met.

"Experience in rubber tire building on the part of new workers is helpful, but not strictly necessary. Any able-bodied man or woman can be trained to do some operation in a fairly short time. This training will be given to new employees.

"Men or women, especially those who have had experience in rubber factories are urged to apply for this work."

(In connection with production needs in the tire industry a conference was held in Toronto on Friday, December 29, of national and regional representatives of National Selective Service, the Department of Munitions and Supply, and the United Rubber Workers of America.)

Referring to shortages in other industries, Mr. MacNamara appealed to all workers in essential industry to "do their share by working every day they are required—by agreeing to work overtime when necessary—and by producing the maximum while on the job."

Continuing, he said: "Although many farmers, who are not needed in their home districts for agriculture in the winter, have made excellent response to our appeal to work in the woods and other top priority jobs, there is a shortage of men for work in the woods all across Canada—from British Columbia across the Prairies, through Ontario and Quebec, and down to the Maritimes. For logging and the pulp cutting industries, Selective Service is still trying to find thousands of workers.

"While relying mainly on the help of men from the farms, care is being taken not to use any men off the farms—off dairy and stock farms whose absence would cut down farm production during the winter months.

"Men are required for metal mining in British Columbia and Quebec, and Quebec also needs additional manpower in the leather working industry.

"The textile industries in Ontario and Quebec are calling for workers, chiefly for women. The necessity of turning out sufficient textiles so that our Armed Forces, both here and overseas, will be well supplied; so that our women and children, and, indeed, the men, will have the clothing necessary to face the Canadian climate, is a necessity about which there can be no argument."

Mr. MacNamara declared:

"The airy hopes for a quick termination of the war, the unwarranted optimism of a short time ago have gone. Instead we are faced with the imperative demand to spur production, to increase the output of war materials and to do so with all haste.

"Very large new orders are being arranged, some accepted and some in the negotiation stage, for large quantities of supplies and equipment for United States use including guns, gun barrels, gun ammunition, small arms ammunition, range finders, and many other items.

"Changes in design are the orders of the day, and draftsmen, toolmakers and tool-designers are in urgent demand for many of the war plants.

"High priority industries all across Canada are badly in need of skilled men and many of them are still in need of unskilled or partially skilled men and women to enable them to meet their quota of demanded output."

Mr. MacNamara said that late in December the Employment Service had about one hundred thousand vacancies for men and women in a great variety of occupations. Three-quarters of these jobs were in high priority industries.

"I urge men or women who can undertake employment to contact our employment offices and discuss employment possibilities," he said. "If your services are not needed in your immediate district a transfer could be arranged to a district where workers are in demand."

In conclusion Mr. MacNamara declared:

"Canadian men and women have served with distinction, not only in the battle of production, but on many and scattered battle fronts, and we are proud of the great achievements of those in uniform.

"We have built over three hundred 10,000-ton ships since the beginning of the war, besides thousands of smaller craft, and they have carried the products of our farms and factories across the Atlantic, protected by sailors of the Royal Canadian Navy, in Canadian built corvettes and other warships.

"Canada has built and manned the largest air training plan the world has ever seen, and our airmen have proven second to none in courage and flying ability.

"Maintaining the reputation it gained in the last war, our Army has performed brilliantly in Sicily, Italy, France, Belgium and Holland. Back of them has served another army, more than two million strong—an army of men and women, young and old. Their uniforms are smocks and overalls—their weapons ploughs and binders, picks and shovels, hammers and axes. Their campaigns were fought in the fields, in the factories, in the offices, mines and forests, and in the shipyards.

"Never before in the history of the nation has Canada been so completely mobilized in one common effort. Victory may be in sight, but this is no time to slacken our effort.

"In conclusion let me say that I am confident that Canadians will do as they have done before—meet the need for continued and increased effort and increase production so that the horrors of war may be more speedily ended."

Canada's War Production Record

A REVIEW of Canada's war production record was given by the Minister of Munitions and Supply, Hon. C. D. Howe, in a message issued at the New Year.

According to the Minister's statement Canada enters 1945 with war output still close to its peak. Total physical volume of war production for 1944 is almost equal to the all-time high of 1943. Cutbacks of some items, such as cargo ships, guns and small arms, have been compensated for by increased production of other items such as mechanical transport, instruments, and signals equipment.

According to Mr. Howe, there is no immediate prospect of any substantial over-all cutback for at least three months, and in some items, particularly certain types of ammunition, the output will be stepped up sharply in 1945.

Although over-all production volume has been maintained, improved manufacturing methods coupled with virtual completion of all war construction, have meant a drop in expenditure. During 1944 the Munitions and

Supply Department spent nearly \$8,000,000 a day for shells, ships, guns, fighting vehicles, planes and other war supplies. This is approximately \$1,000,000 per day less than the 1943 expenditure, and \$1,000,000 per day more than was spent in 1942, when Canadian war production was just hitting its stride. Expenditures in 1941 and 1940 ran to about \$3,500,000 and \$1,500,000 per day respectively.

Since the beginning of the war, the Munitions and Supply Department alone has made commitments totalling more than \$10,255,000,000, or not far short of a \$1,000 Victory Bond for every man, woman and child in the country.

Largely because of this enormous war production, and because about four-fifths of her foreign trade is of a wholly wartime character, Canada now ranks as the second greatest exporting nation in the world. During 1944 she exported about \$3,000,000,000 worth of items of all kinds, of which about three-quarters were declared as war materials. Approximately the same as that of 1943, this figure

is two and a half times greater than in any year of the first Great War, and three times greater than in 1939.

To make these achievements possible, the output of raw materials had to be increased greatly. Among the United Nations this country is to-day the third largest producer of timber and the fourth largest producer of steel, and is at or near the top in the output of nickel, asbestos, platinum, radium, gold, aluminum, mercury, molybdenum, copper, zinc, lead, silver, arsenic, and magnesium.

For the first time in her history, Canada is producing synthetic rubber, mercury, magnesium ingots, tin, tungsten, chrome concentrates, aviation gasoline blending agents, optical glass, various chemicals, and new types of plywoods, plastics, textiles, paints and lacquers. For the first time also, she is making many types of complicated machine tools.

Even more startling have been the advances in the production of finished products. With some minor exceptions, before this war Canada was producing no defence equipment. To-day the list of items, ranging from military locomotives to pistol bullets, from destroyers to lifebelts, runs to many hundreds. For the first time in history, this country is making artillery units, both large and small; filled, complete rounds of heavy projectiles; Lancasters, Mosquitos, and other large aircraft; Algerines, frigates, and other fair-size warships; radar and other intricate electrical and signals apparatus; military precision instruments; armoured vehicles, super-explosives, self-propelled guns, and a wide range of other equipments, components, and supplies.

Of war products useful to the civilian, Canada also is making for the first time a Canadian-developed "dry" ammonium nitrate fertilizer, new types of dehydrated foods, surgical and dental instruments, telescopes and other optical instruments, sulfa drugs, penicillin and other pharmaceuticals, and hundreds of other new items and items formerly imported.

Generally speaking, in volume the Canadian war output has been outstripped by that of the United States, the U.S.S.R., and the United Kingdom. But in timeliness, variety, newness and quality it has constituted a major factor in the Allied swing from desperate defence to victorious attack. Indeed, it is possible that without it in the earlier days of the war the United Nations might have been defeated.

From Canadian shipyards have been launched, to the end of 1944, in excess of 1,000 ships, including some 380 frigates, corvettes and minesweepers, more than 280 Fairmiles, motor torpedo boats, war tugs, and

other ships, and some 360 cargo ships and tankers.

From the automotive plants have come some 700,000 units of mechanical transport, and from these and other plants more than 45,000 armoured fighting vehicles, including self-propelled guns and tanks. Apart from motorcycles and tanks, these 745,000 vehicles, costing more than \$2,100,000,000, are enough to equip the whole German army.

Canada also has produced nearly 15,000 planes, more than 1,400,000 machine guns and other small arms, more than 50,000 complete artillery units, approximately 1,500,000 tons of war chemicals and explosives, about \$18,000,000 worth of rail equipment, locomotives, and freight cars, and in excess of \$450,000,000 worth of radar, signals apparatus, electrical devices, and instruments, including devices requiring the finest of optical glass.

On top of this, Canada has made in excess of 110,000,000 heavy projectiles, which is enough to destroy or damage every dwelling in Axis-held Europe. Of small arms ammunition, the cumulative total now reaches 4,200,000,000 or enough to fire two bullets into every living person in the world. And in addition, Canada has produced hundreds of millions of dollars worth of clothing, personal equipment, office, mess and barrack equipment, beds and bedding, photographic supplies, medical and dental stores, and other articles needed for the armed services.

To make these war supplies has called for prodigious quantities of raw materials. Canada is so rich in these raw materials that she produces not only for herself but also for the United States, the United Kingdom, and other United Nations.

Since the war began, Canada has felled and fashioned about 25,000,000,000 board feet of lumber, or enough to build about 2,400,000 houses. In 1944 alone this country produced upwards of 4,700,000,000 board feet, of which about 43 per cent was exported. In the full five years of war, steel output has been an estimated 11,982,000 long tons of ingots, or more than enough to build a double-track railway around the world. The 1944 output was about 2,560,000 tons as against 2,543,771 in 1943.

In terms of the Allied war effort, and excluding U.S.S.R. production, Canada has contributed 85 per cent of the combined nickel output of the United Nations; 20 per cent of the zinc output; 14 per cent of the copper output; 19 per cent of the lead output; 78 per cent of the asbestos output; and 35 per cent of the aluminum output. In addition, Canada turns out substantial quantities of alloying metals, of incalculable importance to the war production of the United Nations.

With total production of about 85,000,000 pounds, the Government synthetic rubber plant near Sarnia, Ontario, in operation for the past 15 months, has supplied all Canadian needs plus enough for some exports. The output of electric power also has reached new heights.

Only 30 per cent of the Canadian war production is delivered to Canadian forces at home and abroad. The remainder goes to the United Kingdom, the United States, the Union of Soviet Socialist Republics, Australia, New Zealand, India, the Union of South Africa, China, France, and other United Nations. Much of it has been shipped under the Mutual Aid Act.

TABLE I—TOTAL CANADIAN MUNITIONS PRODUCTION

	To Oct 31/44 (Actual)	To Dec. 31/44 (Estimated)
10,000 ton ships*	303	314
4,700 ton ships	26	31
3,600 ton tankers	6	6
Tugs	160	182
Frigates, Corvettes, and Minesweepers	349	368
Fairmile patrol boats	88	88
Motor Boats	24	24
52 foot ramped, powered cargo lighters	1,593	1,616
Special base and other vessels over 100 feet	19	22
Small craft with power	505	543
72 foot Minca barges	924	1,045
Small craft without power	3,687	3,725
Service aircraft	4,504	4,771
Advanced trainer planes	5,924	6,260
Elementary trainer planes	3,686	3,686
Tanks	3,640	3,640
Self-propelled gun mounts	2,075	2,175
Carriers	29,213	30,881
Other armoured vehicles	8,134	9,242
Mechanical transport	682,569	707,103
Locomotives for export (From Jan. 1, 1943)	151	151
Railway cars for export (From Jan. 1, 1943)	2,267	2,671
Communications equip- ment	\$329,800,000	\$336,000,000
Instruments	\$116,100,000	\$120,000,000
Machine guns and Machine carbines	371,091	379,920
Rifles and small arms	1,021,785	1,046,760
Gun barrels	66,719	67,221
Gun carriages or mountings	39,769	39,928
Small arms ammunition (including fused cali- bres up to 1 inch; in billions of rounds)	4.1	4.2
Pyrotechnics—units	2,537,680	3,556,337
Heavy ammunition— Shells, empty	64,863,844	65,397,000
Shells, filled	54,910,271	57,112,000
Cartridge cases, empty	123,519,481	125,809,000
Cartridge cases, filled	58,262,720	61,711,200

* These and other shipbuilding figures shown in this table are deliveries; hence the totals are lower than the launching totals.

Heavy ammunition—*Con.*

Bombs and other projectiles, empty	40,549,330	42,231,000
Bombs and other pro- jectiles, filled	28,886,028	30,843,000
Fuses, primers, etc., empty	169,820,561	179,993,000
Chemicals and explos- ives, short tons	1,481,024	1,500,000

TABLE II—GENERAL PURCHASING STORES
Estimated Value of Orders Placed on All
Accounts

(in millions of dollars)

Description of Stores	As of Oct. 31, 1944	As of Dec. 31, 1944
Food	230	242
Clothing	400	412
Personal Equipment	40	41
Kitchen and Dining Room Equipment	17	17
Office Furniture and Equipment	8	9
Beds and Bedding	37	37
Tents and other Canvas Goods	7	7
Barrack Stores	14	15
Sanitary Supplies	10	11
Dockyard Stores	42	44
Medical and Dental Stores	20	21
Photographic Equip- ment	5	5
Paints and Paint Sup- plies	6	7
Gasoline, Oil and Fuel	225	230
Machinery	72	73
Small Tools	31	31
Hardware	14	15
Fire Fighting Equip- ment	14	15
Lumber and Building Supplies	56	57
Electrical Equipment	175	178
	<u>1,423</u>	<u>1,467</u>

TABLE III—CAPITAL COMMITMENTS
Estimated Value as at October 31, 1944
(in millions of dollars)

1. Government-Owned Industrial Facilities.			
A. Crown plants— Crown Operated		65	
B. Crown Companies— Crown Operated		115	
C. Crown Plants— Privately Operated		450	
D. In Privately Owned Plants	160	790	
2. Defence Construction (Includes Wartime Housing Ltd.)			
A. Housing		80	
B. Barracks, Hangars, etc.	417		
C. Airports and Runways, etc.	52		
D. Coastal and Other Defence Works	83	552	632
Grand Total			1,422

NOTE—

1. Departmental financial commitments for industrial expansion are now in the process of revision by the Accounting Branch and therefore, the estimates shown are necessarily tentative.

2. Estimates for Defence Construction may be revised as a result of the drastic curtailment of the Air Training Plan.

War Effort of Great Britain

Government White Paper Describes Mobilization of Resources

THE extent to which Great Britain's resources have been mobilized for war during the last five years is indicated in a recently issued White Paper, entitled *Statistics Relating to the War Effort of the United Kingdom*.

Manpower

Since 1939 the number of men and women in the Armed Services or in industrial employment¹ has risen from 18½ to 22 millions, an increase of nearly one-fifth.

"The scale of mobilization of manpower achieved has been far greater than was attained in the last war," the Paper states. "The number of men and women in the Services or in industrial employment reached its highest level towards the end of 1943, by which time labour was fully mobilized. Since then the number in the Services or in industrial employment would have been maintained but for the loss of men who became casualties or were invalidated out of the Services and were unfit to take up industrial employment, and of women leaving industry for domestic reasons."

Recruitment

Total mobilization of manpower has been achieved mainly by compulsory measures, the Paper points out. The compulsory enlistment of men into the Services was begun before the outbreak of war, and of women in December, 1941.

For industry, recruitment was largely on a voluntary basis until 1941, when compulsory registration for employment was introduced by the Registration for Employment Order, 1941. Ten million men born in the years 1892 to 1926 and 11·6 million women born in the years 1893 to 1926 have been registered for either military service or industrial employment. In addition there have been registrations of persons with special skill, such as coal miners and shipbuilders.

Mobilization of Men

Including the number killed, missing, taken prisoner, or released on medical and other grounds, the total number of men who have served or are serving in the Armed Forces of the United Kingdom is over 5½ million. Fifty-seven per cent of all men between the ages of 18 and 40 served or are still serving in the Armed Forces. The other men in these age groups have been retained in industry because

of special skill, particularly in making munitions, or because they were unfit for service in the Armed Forces.

In addition to those serving in the Armed Forces, a large number of men have been needed for whole-time Civil Defence, consisting of National Fire Service, A.R.P. Services, Casualty Services, Regular and Auxiliary Police. At the height of enemy air attacks in 1941 the number was 324,000; since then it has been reduced to 225,000 in June, 1944.

Mobilization of Women

In its account of the contribution of women to the war effort, the Paper reveals that an increase of 2¼ million in the employment of women aged 14-59 has occurred since 1939 (or, counting each woman working part-time separately, an increase of nearly 2¾ millions). Those not working "consist mainly of girls at school and of married women with domestic responsibilities such as the care of young children and of invalids, and housekeeping for men and women engaged directly in the war effort."

Almost a million women are doing part-time work in industry and 350,000 are doing part-time Civil Defence Work. Large numbers of married women are members of the Women's Voluntary Services and many perform 48 hours a month Fire Guard duties in addition to industrial work.

The Paper points out that a great number of those who have taken up employment during the war are married women who are doing industrial work in addition to their domestic duties. Of those already employed, large numbers have transferred from less essential industries to munitions work and other war employment. Many have been drafted into this work. Others in civilian industry have replaced men and women who have been withdrawn from this work.

Casualties

Casualties suffered by the Armed Forces up to the beginning of September, 1944, numbered 563,000, including 176,000 killed, 38,000 missing, 194,000 wounded, and 155,000 prisoners of war. Among merchant seamen 30,000 had been killed and 4,000 interned.

The number of civilians killed or injured and detained in hospital was 136,000, of whom 57,000 were killed, including 7,000 children and 24,000 women.

Production

Monthly output of munitions in the United Kingdom in the first half of 1944 was about

¹ Men aged 14-64; women aged 14-59. Two women working part-time are counted as equivalent to one full-time worker.

six times as great as at the outbreak of war. These supplies have gone to equip the Fighting Services of the British Commonwealth and Empire and the Allied Forces dependent on Britain for supplies, to provide "substantial assistance" to Russia, and to assist other Allies.

The production of some of the principal items is shown in table II.

"Of the total supply of munitions produced by, or made available to, the British Commonwealth and Empire since the beginning of the war, it is estimated that about seven-tenths has been produced in the United Kingdom while about one-tenth has come from other Empire countries—making about four-fifths from British Commonwealth and Empire sources," the Paper states. "The remaining one-fifth of the Empire supplies has come from the United States. Of this total American contribution nearly four-fifths has taken the form of Lend Lease and the remainder the form of British cash purchases. These figures relate only to the over-all production of munitions and merchant vessels. They do not take into account work performed on the construction of aerodromes and military bases nor the provision of food and raw materials. All shipping services, as distinct from construction of merchant vessels, have been excluded."

Trade

The Paper describes the drastic curtailment of imports necessitated by the shipping situation. In 1942 imports were less than half the pre-war average and were confined to munitions and essentials. Imports of food were cut by one-half. Exports had to be maintained during the first two years of the war in order to pay for essential imports; but since 1941 assistance received from the United States and Canada under Lend-Lease and Mutual Aid has relieved Britain of the necessity of paying for imports in this way, and the quantity of commercial exports has fallen to only 29 per cent of the 1938 level.

Civilian Consumption

It is estimated that the quantity of all goods and services purchased by consumers has fallen by 21 per cent since 1938. This does not take full account of deterioration in quality. The main cuts were made in the first two years of war.

Food

Meat and bacon, butter, margarine and cooking fats, cheese, tea, sugar and preserves are rationed; distribution of eggs and milk is controlled in order to ensure preferential supplies to priority classes of consumers and the equit-

able sharing of the remainder; canned goods and many other foods (such as dried fruit, breakfast cereals, rice, biscuits) are rationed on a points system; chocolate and sugar confectionery are on a separate personal points system; fish, though not rationed, is scarce; supplies of fruit have dropped by one-half. During the war the United Kingdom has had to depend mainly on supplies from the home crop of fruit except for oranges; in consequence, during considerable periods of the year, fresh fruit is very scarce. Potatoes, other vegetables and bread are the only staple food-stuffs in unrestricted supply. Generally speaking, persons in the United Kingdom have increased their consumption of bulky and starchy foods, and are eating less meat, fats and sugar. The total consumption of milk and cheese has been increased.

The nutritive value of the country's total food supplies had fallen slightly between 1938 and 1943 but rationing and other measures have tended to reduce the inequalities in food consumption which existed before the war.

Other Consumers' Goods

Clothes rationing was introduced in 1941 and the present ration provides adults with about one-half of the average pre-war consumption. The Paper states that the ration is "barely adequate to cover even the minimum requirements of adults and has brought about a considerable deterioration in the state of their wardrobes."

Expenditure on furniture, furnishings and household textiles has been reduced to about one-fifth of peace-time levels, and to one-third in the case of hardware.

The production of many articles such as motor-cars, refrigerators, pianos, vacuum-cleaners, lawn-mowers and aluminium hollow-ware has been completely suspended from 1942 or earlier, while the production of cutlery, wireless sets and valves, bicycles, watches and fountain-pens has been drastically curtailed. Newly produced furniture may be supplied only against permits to persons setting up house (such as newly married persons or people who have been bombed-out), and to parents needing a bed for a growing child.

Housing

During the war there has been an almost complete ban on the erection of new houses and facilities for repair and maintenance work to existing houses have been severely curtailed.

Out of about 13 million houses in the United Kingdom at the outbreak of war, 4.5 millions have been damaged by enemy action. Of these, 202,000 have been totally destroyed or

damaged beyond repair. A substantial number of those seriously damaged are still uninhabitable, and the great majority have not yet been fully repaired.

Finance

Central Government expenditure has risen from £1,013 million in 1938 to £5,782 million in 1943. Almost the whole of this increase is accounted for by war expenditure, the Paper states.

In 1943, fifty per cent of expenditure was provided by taxation and other Government revenue. Rates of taxation have been very greatly increased. Before the war less than one million manual wage-earners were liable to in-

come tax and they paid £3 million; in 1943-44 the number had increased to 7 million and they paid £200 million. Other taxes are also much higher.

Overseas assets to the value of £1,065 million have been sold, and the United Kingdom has incurred liabilities abroad amounting to over £2,300 million.

Difficulty of Living Conditions

The Paper points out that in studying these statistics it should be remembered that the vast re-organization of the British economy which the figures show has been carried through

TABLE I—MOBILIZATION OF MANPOWER IN GREAT BRITAIN, 1939-1944

(in thousands)

	1939	1941	1944
<i>Male—</i>			
Total Male Population ¹ aged 14-64.....	16,010	15,977	15,910
Armed Forces ¹	477	3,271	4,502
Wholetime Civil Defence.....	80	324	225
<i>Industry—</i>			
Munitions industries (engineering, shipbuilding, metals, aircraft and vehicles, explosives, etc.).....	2,600	3,140	3,210
Principal basic industries and services (agriculture, mining, government transport, shipping, public utilities, food manufacture).....	4,688	4,264	4,059
Other industries and services (building, textiles, clothing, distribution, civilian services).....	5,798	4,116	2,900
Unemployed.....	1,043	153	71
Remainder (schoolboys, students, invalids—including war invalids, retired).....	1,324	704	943
<i>Female—</i>			
Total Female Population aged 14-59.....	16,040	16,030	16,020
Armed Forces.....		103	467
Wholetime Civil Defence.....		59	56
<i>Industry—</i>			
Munitions industries.....	506	1,100	1,851
Principal basic industries and services.....	852	1,269	1,644
Other industries and services.....	3,479	3,479	3,102
Unemployed.....	302	146	31
Remainder ² (mainly housewives; also domestic servants).....	10,901	9,874	8,869

¹ These figures exclude prisoners and missing.

² About 900,000 women doing part-time work are counted half under "Remainder" and half in the appropriate industrial group.

in particularly difficult living and working conditions. For five years men and women have lived and worked under complete black-out. Family life has been broken up, not only by the withdrawal of men and women to the Services, but by evacuation and billeting. Production has been made more difficult by the dispersal of factories to frustrate the air attacks of the enemy and by the need for training new labour to unaccustomed tasks. There have been two long periods when work was carried on under constant and severe air attacks. Since 1940, 1½ million men have given their limited spare time, after long hours of work, for duty in the Home Guard. Most other adult male civilians and many women have performed part-time Civil Defence and Fire Guard duties out of working hours.

TABLE II—PRODUCTION OF MUNITIONS BY THE UNITED KINGDOM, SEPTEMBER, 1939 to JUNE, 1944

Naval Vessels	Number
Major naval vessels	722
Mosquito naval craft	1,386
Other naval vessels	3,636
round Munitions	
Field, medium and heavy artillery equipments	13,512
Heavy anti-aircraft equipments ..	6,294
Light anti-aircraft equipments ..	15,324
Machine guns and sub-machine guns	3,729,921
Rifles	2,001,949
Tanks	25,116
Wheeled vehicles for the Services	919,111
Aircraft	
Total aircraft	102,609
Heavy bombers	10,018
Medium and light bombers	17,702
Fighters	38,025

Messages to Labour in the New Year

NEW Year's messages pertaining to labour in Canada were issued during the holiday season by the Hon. Humphrey Mitchell, Minister of Labour, Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, Mr. A. R. Mosher, President of the Canadian Congress of Labour, and Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour.

Minister of Labour

The Minister of Labour, Hon. Humphrey Mitchell, issued the following message:

"I am glad of another opportunity of extending my best wishes for the New Year to the workers of Canada.

"All classes, in all branches of activity, have resolutely maintained the home front in the past year while our fighting men have been winning battles overseas for our cause. However, while battles have been won, the war has not yet been won.

"In our great war plants, on our farms, in our shipyards, on our railway systems, local transportation systems, in the mines, the woods, the mills, in the smallest shops—in fact everywhere the wheels turn for victory, the record of production of goods and services has excelled any year in the history of the Dominion. Combined, this has been an effective contribution toward winning the war.

"I do not forget also that those fighting overseas largely are the sons and brothers of our working people, that from the workers have come huge sums collected for our war loans and generous subscriptions for our war charities.

"As we cross the threshold of the New Year there will, I know, be the same determination to carry on with our tasks. We had hoped 1944 would see the end of the war in Europe. That has not materialized. The enemy has been pushed out of much of the territory he has occupied for years but recently has shown evidence of reserve strength indicating very forcibly that none of us can relax in our efforts, and Japan remains to be beaten.

"So to all the workers wherever they may be, I wish them the compliments of the Season and let's keep going at top speed."

Mr. Percy Bengough

In extending New Year's greetings to the people of Canada, Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, reiterated the decision of the Congress that there should be "no strikes or stoppages of production in wartime". He urged that "governments, employers and workers must not falter in keeping this need continually in mind", as delays in production "can be terribly costly in increased casualty lists and in giving the enemy more time for developing his defence."

"When peace is declared", he asserted, "we must be prepared to devote the same ingenuity for constructive purposes as we have been compelled to use for destructive purposes." He continued, "We must plan, organize and work for the establishment of a lasting peace, and for a democracy in which all people can live in a world rid of fear, a world in which all able to work can have full employment,

with a standard of living allowing comfortable homes . . . efficient treatment for sickness and full protection for the aged."

Mr. Bengough extended the deepest sympathy of labour "to those in many homes that are saddened by the loss of dear ones," and added "We must determine to do all in our power to see that these sacrifices and expended efforts have not been in vain . . . With such thoughts in mind we extend to all our best wishes and our best work for victory and the coming year."

Mr. A. R. Mosher

Mr. A. R. Mosher, President of the Canadian Congress of Labour, in his New Year's message, reviewed the achievements on the war fronts in 1944 and pointed out the "increasingly larger part" that Canada is playing in the international sphere, as well as the "heavier responsibilities" which must be faced in the year ahead.

He asserted that "every agency which can promote national unity and consequently greater unanimity among the people of Canada with respect to national ideals and objective is extremely valuable at this time." He pointed out the importance of the unprecedented growth of the labour movement in recent times and its significance as a factor in the attainment of these ideals. "What organized labour wants to do, in co-operation with all other forward-looking elements in the nation, is to make the economic system function in such a way as to provide employment and incomes for all, and the highest standard of living which can be attained." He contended that "whatever stands in the way of this is contrary to the national well-being and should be eliminated as quickly as possible." Mr. Mosher claimed that the objectives of labour in the past have

been "too limited in their scope." While not relinquishing labour's efforts to obtain adequate wages and better working conditions, labour must now deal with governments as well as with employers, be asserted.

"The New Year will bring fresh opportunities for progress toward the fulfilment of national ideals of peace, security and well-being. If the organizations and institutions representing varied interests in Canada are willing to get together in a spirit of co-operation and goodwill, and undertake to carry through a program of legislative and economic reconstruction, no objective is impossible of attainment." On the other hand "if each one struggles selfishly for his own interests, nothing can save the country from disaster," Mr. Mosher stated.

Mr. Alfred Charpentier

Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour, Inc., in his New Year's message, directed particularly to the workers of the Province of Quebec, expressed the hope that 1945 will witness the end of the war, the coming of a durable peace and the dawn of a new era throughout the world. "May this war," he said, "which after five years, now shows signs of an early conclusion, bring about the death of totalitarianism and, what is far more important, the rebirth of true Christian democracy."

Mr. Charpentier voiced the hope that women and children who are working in wartime will, when the manpower problem is less acute, at the close of the war, return to their homes and home-making. Men, rather than women and children, should be employed in the performance of labour that is ordinarily done by men in times of peace, he claimed.

Dominion-Provincial Farm Labour Conference

Review of 1944 Program—Problems of Post-War Period

A CONFERENCE of Provincial Directors of the Dominion-Provincial Farm Labour Program and of the Regional Agricultural Employment Advisers of National Selective Service was held at Ottawa, December 4-8, 1944.¹ It was called by the Federal Department of Labour for the purpose of reviewing farm labour activities during the year, considering the program for 1945, discussing probable changes in the transition and post-war periods and the kind of organization necessary to meet them. (The conference was held the same week as the Dominion-Provincial Conference on Agricultural Production so that farm labour officials could attend some of its sessions.)

Mr. MacNamara welcomed the delegates and commended the work which had been accomplished through Dominion-Provincial co-operation. He declared that the operation of the Farm Labour Agreements provided a practical demonstration of getting things done when constitutional difficulties might have impeded progress.

Provincial Reports

Reports of those attending the conference showed that the farm labour situation had been difficult but that by the full utilization of labour available, crops had been harvested.

The harvesting of the Maritime potato and apple crops was made possible by the use of soldiers on farm duty. One hundred and eighty-five of these were employed on Prince Edward Island, 740 in Nova Scotia and a large number in New Brunswick. Two hundred and twenty-five airmen were employed on the same basis in Nova Scotia. In the last named province an Agricultural Committee considered all applications for farm leaves, to ensure that men would be effectively employed.

Placements of farm workers were made in Quebec with the help of the Quebec Farm Labour Supply Bureau operated under the Dominion-Provincial Farm Labour Agreements and 949 local Agricultural Committees. These Committees made approximately 15,000 placements and the two Farm Labour Bureau Offices 3,500. The Province had the services of 2,500 men on farm leave. One thousand one hundred and fifty-nine harvesters were sent to the Prairie Provinces and 1,036 men, women and students to Maine for potato picking.

The Dominion-Provincial organization in Ontario known as the Ontario Farm Service

Force placed about 10,000 students on farms and in Farm Service Force Camps during the summer. Farm Commando Groups in 101 centres organized from 30 to 40 thousand people for temporary help in agriculture. Through the Agricultural Representatives and Local Selective Service Offices, 801 Prairie farm workers were allocated to farmers on a county quota basis for haying and early harvesting. In August and September, 4,166 workers, who could be spared from Ontario farms, were recruited to help with Prairie harvesting. Eight hundred and fifty-six soldiers were detailed on farm duty for work in the tobacco growing districts. Help was received from 2,209 soldiers, 445 airmen and 220 sailors on farm leave. A prisoner-of-war camp was established at Chatham for 300 men for sugar beet work. Japanese and conscientious objectors were also used.

The Prairie Provinces recruited a number of farm workers for grain handling at the head of the lakes in the spring and over 800 to help on Ontario farms from June to August. The most important farm labour problem in the Prairies was to obtain help to take off the harvest.

In Manitoba over 600 Indians from the Northern Reserve were recruited for harvesting. In addition 545 soldiers on farm duty, 254 sailors and 1,029 Eastern harvesters from Quebec and Ontario, as well as additional help from soldiers and airmen on farm leave augmented the supply of harvest help. Some 3,780 harvesters were sent to Saskatchewan. Eight hundred men were detailed to farm duty and a substantial number of Army, Navy, and Air Force personnel assisted with harvesting. Two hostels were established in Saskatchewan to accommodate the 200 prisoners-of-war who helped with stooking and threshing. As outside harvest help, Alberta received 1,584 harvesters directly from Ontario and Quebec and another 700 Eastern men who moved on from Manitoba and Saskatchewan early in October. Three hundred and twenty-two soldiers on farm duty and 312 sailors as well as other Army and Air Force men on leave helped with the harvest. Schools were closed from July 15 to October 2 to make students available for harvesting and food processing. One thousand one hundred prisoners of war were employed in agriculture, of whom 340 were on individual farms at Brooks and Strathmore while the remainder were employed on a day to day basis from the prison camp and hostels at Lethbridge.

¹ Minutes of the Conference in mimeographed form, may be obtained by applying to the Agricultural Division of N.S.S., Ottawa.

British Columbia is giving considerable attention to the placement of workers from towns and cities as temporary help to farmers. On the whole more reliance is being placed on providing transportation rather than establishing hostels for these workers. About half of the 310 girls who came from Saskatchewan and Alberta for fruit picking were placed in hostels which were established. In co-operation with Selective Service 27,000 farm placements involving 19,000 individuals were made during the year. A number of Japanese and about 2,000 Doukhobors were employed in fruit picking in the Okanagan Valley.

Seasonal Labour Supply

Representatives of both railways attended a session of the conference and considerable attention was given to methods for more effectively handling large-scale movements of farm workers. It was requested that arrangements be made whereby all provinces might receive a special rate for intra-provincial transportation of farm workers.

Officials of the Department of National Defence stated that the army had made no change in its policy with regard to the granting of different types of farm leave. However, there was a strong possibility that a reduced number of men would be available for farm work in 1945 as a large number of those available in 1944 would be in training or overseas. It was pointed out to the conference that in future any soldiers detailed for labour duty including work on farms could only receive their regular pay and allowances.

United States Farm Labour Program

A brief review of the United States Farm Labour Program was given by representatives of the War Food Administration, U.S.D.A. who attended one of the sessions. It was estimated that eight and one-half million people were required during the winter to operate the 6,000,000 farms in United States and twelve and one-half million during the summer months. Three-quarters of the additional requirements of an estimated 4,000,000 in the summer are met by members of the farmer's own family working in the fields. The remainder must be secured from outside sources. Labour is supplied so far as possible within each state, but when it becomes necessary to recruit labour elsewhere the Division of Labour, War Food Administration, is responsible for the recruitment and distribution. In such cases no placements are made without individual contacts with the farmers. In 1944, 70,000 workers for farms were brought in from Mexico, 17,000 from Jamaica, 5,000 from the Bahamas, and 1,000 from the Barbados for seasonal work and 1,000 from Newfoundland

for year 'round dairy farm work in the New England States. Approximately 75,000 prisoners-of-war were employed in agriculture. About 14,000 farm workers were moved from crop failure areas, but no success has attended efforts to move men from marginal farms. No steps have been taken towards directing army rejects.

Year 'Round Labour Supply

Considerable attention was given to the more effective direction of rejects and men on postponement. It was pointed out that in one of the provinces stress is being laid on requiring increased production rather than transferring men to more productive farms. Efforts to transfer rejects had not been successful due to differences in interpreting "essential employment" and the number of steps necessary before a final decision can be reached. A committee was appointed to draft recommendations to be submitted to the Director of National Selective Service regarding a more effective direction of rejects. The following recommendations were made and received the unanimous consent of the delegates present.

1. The definition of a reject should be clarified to apply to all persons rejected from military service pursuant to call under NRMA.
2. Authority for determining essentiality should be vested in Regional Agricultural Advisers.
3. The word "agriculture" should be added to Section 210B of the regulations.
4. Enforcement procedure should be speeded up by the deletion of several of the steps presently required.

Conscientious objectors were considered to be a source of help particularly in the western provinces. There are a total of 9,329 postponed conscientious objectors, 80 per cent of whom are employed in agriculture of whom about 5,000 are under contract.

Considerable numbers of farm workers who could be spared from agriculture are now being directed to other essential work, particularly in logging and pulpwood operations. Appeals over the radio and in farm papers were helpful as was the letter to farmers from the Minister of Labour and the Director of National Selective Service, encouraging men to take employment in other essential industries, if they could be spared from their farms during the winter. The most effective means of obtaining this type of labour was through personal contact by either Selective Service officials, provincial fieldmen or company representatives.

Representatives of the Information Division of the Department of Labour and the Canadian Broadcasting Corporation were present to take part in the discussion on publicity. In discussing the effectiveness of the Department's advertisements appealing to people to help on farms the general consensus was that appeals issued locally could be better timed to meet specific needs. Dominion advertisements might be issued early in the season as a general appeal. News-clips at theatres were considered effective if shown at the right time.

Farm Labour Problems in Transitional and Post-War Periods

It was suggested that a gradual relaxation of Selective Service Controls would probably take place during the transition period commencing with the defeat of Germany. Controls were designed to meet shortages of labour, but when supply became more plentiful the need for control would diminish. An order designed to stabilize farm manpower had been one of the first steps taken by Selective Service, and it was generally recognized that this stabilization order must be continued as long as there is an over-all shortage of farm labour. It might be necessary during the transition period for Selective Service to assist in seeing that not too many workers are obliged to make agriculture their means of existence. The necessity of obtaining a complete registration of farm workers as a prerequisite to Unemployment Insurance was noted and some of the practical difficulties mentioned.

The clause in the Selective Service Regulations which permits farm workers to accept non-agricultural employment outside of an urban centre of 5,000 population for a period of 60 days without a permit came up for discussion. Several of the representatives maintained that this clause provided the larg-

est loop-hole for men leaving agriculture. A resolution was passed urging that the clause be deleted and that farm workers be obliged in every case to obtain permits to work in other industries.

Some fear was expressed that agriculture might become a dumping ground for labour in the transitional and post-war periods. The trend is toward fewer workers with greater skills to meet the labour requirements on farms. It was pointed out that farm settlement projects have not been too successful owing to a lack of experience and interest on the part of those settled.

Projects for training city workers as farm help have met with disappointing results. Organized training courses are more suitable for those with some background of farm labour experience.

In discussing labour costs as a factor in the farm business it was emphasized that more attention would have to be given to the efficient use of help employed on farms.

The feeling was generally expressed that the Farm Labour Agreements should be continued so long as there is a general shortage of farm labour. As the farm labour situation becomes less difficult it may not be necessary to continue permanent farm labour divisions in each province or have provincial agricultural fieldmen devote such a large proportion of time to farm labour problems. It was suggested that farm labour administration become a function of the branch of the Provincial Department of Agriculture in which the agricultural fieldmen operate.

If it is found after the war that Farm Labour Agreements are not needed to deal with the farm labour problem during each month of the year, joint arrangements should at least be continued to meet labour shortages during periods of peak demand such as harvesting.

Industrial Music in Australia

Government Reports Indicate Successful Use of Music in Factories

MUSIC in industry has been successfully introduced in Australian factories, and is favoured by government authorities, according to information received recently from the Australian Department of Labour and National Service, dealing with investigations conducted by the Industrial Welfare Division and the Australian Broadcasting Commission.

Sound equipment for broadcasting music has been installed by a considerable number of plants, some of which use their own records, some the radio, and some a combination of both. For the duration of the war the Australasian Performing Rights Association "have waived the usual licence fee. This applies both to factories that formerly paid a licence fee and to factories that have recently installed sound equipment."

Report of Industrial Welfare Division

As a result of inquiries made by the Industrial Welfare Division, it is revealed that while much information at present available on this subject is indefinite, the following conclusions are well-established:—

- (a) A great majority of employees are in favour of music.
- (b) Most employers are favourable either on specific or general grounds.
- (c) Music has some value in the alleviation of monotony and fatigue.
- (d) Both employees and employers claim that its use results in a general improvement of morale.

It is clear, however, the report states, that circumstances, requirements and conditions are varied, not only in different industries, but also in factories in the same industry. This Division has in consequence declared itself in favour of the principle of music in industry, but proposes individual investigation into type of work, work conditions, sex and age groupings, and so on. The Division has agreed to make recommendations, after investigation, on applications to the Directorate of Radio and Signal Supplies for permission to install equipment for broadcasting music.

Because amplifying equipment is in very short supply, recommendations will only be made in favour of firms which can show that efforts have been made to improve standards in other directions as, for example, lighting, ventilation, sanitation and techniques of personnel management. Instruction will also be given to ensure that the managements of such

firms understand what is known about the most suitable music for varying conditions of work and the most suitable times for playing it. It is felt that, as a result of the investigations involved, more definite data may be collected on certain aspects of music in industry and that eventually, the Division may be able to make more specific recommendations about matters which are still debatable.

Results of Investigation by A.B.C.

The Australian Broadcasting Commission regularly broadcasts selected musical programs for people in industry. These programs, known as "Music While You Work" are broadcast three times daily from Monday to Friday, at 9.00-9.30 a.m.; 10.45-11.15 a.m.; 3.30-4.00 p.m.; and on Saturday at 10.45-11.15 a.m., and 3.30-4.00 p.m.

During 1943, an officer of the A.B.C. made an investigation of "music while you work" in 25 Sydney factories. These factories presented a reasonable cross-section of the industries, and included aircraft, boot and shoe manufactures, canvas goods, electrical equipment, food production, heavy steel, laundries, munitions, paper manufactures, radio and accessories, soap works, textiles and tobacco. In the 25 factories there was a total of approximately 25,000 workers employed. It was found that 18 used music; of these 5 broadcast their own records only, and 13 used radio programs. In one large textile factory nearly 300 loud-speakers were used; in the noisy weaving mills 4 speakers were arranged to each square of twenty feet.

Although this investigation was made principally to measure the popularity of the A.B.C.'s "Music While You Work" sessions, certain significant facts emerged which have a general application to the use of music in industry. It was found that the A.B.C. programs were more popular than those of commercial stations because they were not interrupted by announcements and advertising, and, less definitely, because there was a better selection of music. The times of the broadcasts were considered well-chosen; executives claimed that at these times "production lag" had been most noticeable. However, only two companies considered that any actual increase in production had resulted from the introduction of music, and these had no

systematic evidence to support the belief. Where records were used, it was found that programs chosen by the combined vote of the operatives were more satisfactory than those chosen by individual employees in turn.

It was found that "popular music" was most generally favoured by the operatives. The investigator's approximation on a percentage basis was:—

	Per cent
Popular vocalists	50
Popular hit music.....	45
Miscellaneous (Hawaiian music, waltzes, musical comedy, etc.)	5
Amongst executives the approximation was:—	

	Per cent
Familiar, smooth and rhythmic dance music (preferably non-vocal).....	75
Popular vocals	15
Marches and medleys.....	5
Miscellaneous (Hawaiian, waltzes, etc.)	5

There was almost complete unanimity on dislikes in music—classical, "hot" swing, ballads.

This investigation, the report states, was not wide enough to be truly representative, nor was it designed to uncover any evidence as to reduction of fatigue or increase in production. There were 10,000-15,000 people employed in the 18 factories using music which were surveyed. With these limitations the conclusions which may be established are:—

- (I) That both employees and executives agree on the value of music in relieving monotony and improving morale;
- (II) That popular modern dance music and popular vocal music are most favoured for broadcasting in factories.

The A.B.C. also sent a circular questionnaire to many of the principal factories in Australia, and the results of this largely agreed with the findings of the survey.

Music at an Australian Ammunition Factory

On February 22, 1942, a paging system was installed in an ammunition factory. It was intended originally to use the system for paging only, but representations were made to the management and permission was granted to broadcast music throughout the factory areas.

Paging operators are on duty 24 hours of the day, working three shifts with the factory, the report states. Music is relayed throughout the area (with the exception of the main office) by a system of loud speakers fitted in various parts of the shops. One of the big disadvantages of the present system is the lack of volume control—the same volume is used over the whole area and is too loud for some shops and not loud enough for

others. However, the system is being overhauled and several additions are being made whereby the operator will be able to control the volume in each shop separately.

Music is played for half-hourly periods during each shift and operators must adhere to set times and programs.

The program time-table is as follows:—

Morning Shift

8.30 a.m. — 9.00 a.m.
9.50 a.m. — 10.20 a.m.
11.30 a.m. — 12.00 a.m.
12.45 p.m. — 1.15 p.m.
2.30 p.m. — 3.00 p.m.

Afternoon Shift

4.45 p.m. — 5.15 p.m.
6.00 p.m. — 6.30 p.m.
8.45 p.m. — 9.30 p.m.
10.30 p.m. — 11.00 p.m.

Night Shift

11.15 p.m. — 11.45 p.m.
12.45 a.m. — 1.15 a.m.
2.00 a.m. — 2.30 a.m.
3.30 a.m. — 4.00 a.m.
4.45 a.m. — 5.15 a.m.
6.15 a.m. — 6.45 a.m.

Paging operators make up their own programs according to set instructions and have them checked each week by a Welfare Officer. Relayed programs and times are checked also by a Welfare Officer, a switch and speaker having been installed in the welfare office for this purpose.

At the request of employees some of the programs coincide with the tea breaks, as they "like to hear the music without the noise of the machines."

Music is also played slightly more frequently on the night shift to help to combat the effects of fatigue, boredom, etc.

Both records and wireless programs are broadcast. Six records at a time can be placed on the turntable which automatically changes them as each record finishes.

Radio programs such as "Lest we forget", "Choice of the people", "Myer Musicale", etc., are used, and it is the duty of the paging operator to monitor them and see that no speeches or advertising matter go over.

A comprehensive record library has gradually been built up. Orchestral, light orchestral, dance vocal, popular tunes, songs and waltzes, light classics and musical comedy numbers, predominate. Sopranos do not relay well so most vocal numbers are male, or female voices in the lower registers. Very slow waltzes, rhumbas and hot music are avoided. Crooners are found to have a detri-

mental effect on production (operatives get working to their rhythm).

That music is appreciated by the workers is shown by requests to have certain numbers played or a certain program relayed. Many have brought their own records to be played. These are permitted after being "censored" by the welfare officer responsible for the programs.

Report of Welfare Officers at an Australian Explosive Factory

A report made by welfare officers recommending the introduction of music at an Australian explosive factory brings up a number of points and makes practical suggestions regarding the problems that need to be considered when such a project is undertaken.

The report is as follows:—

Value:

Recent consensus of opinion is that music aids production in the following ways:—

- (I) It relieves monotony which causes fatigue.
- (II) It provides a type of psychological satisfaction that replaces to a large extent such other human outlets as conversation.
- (III) It is a good-will builder.
- (IV) It supplies rhythm which helps the worker in the execution of monotonous work.

General:

The following factors should be considered when planning the installation of music in the factory:—

- (I) The type of work performed.
- (II) The noise of the shop.
- (III) The age group and other characteristics of the operatives, including their sex.
- (IV) The length of work-spells.

In the case of this factory no one scheme would be completely satisfactory for all shops because of variations of the above factors in each shop. Independent shop control in the matter of volume, tone and selection is necessary if the best results are to be obtained.

Programs:

While independent control is greatly desired, it is possible, however, to schedule programs which would be satisfactory for the majority of shops.

One of the chief problems associated with the playing of music in the factory is the scheduling of programs. Experience has shown that music soon loses its effectiveness if it is played continually and that the best results are obtained from four or five half-hourly sessions throughout each work-spell.

Recorded Music:

Where a gramophone pick-up is installed it is possible to make full use of recorded music. In such cases it would be necessary to roster operators to cover all shifts. Operators would be responsible for the selection of records, the maintenance of the record library and the drawing up of the programs.

These duties could be performed under the supervision of the Welfare Section which has had experience in such matters. A system of regular exchange of records with other factories could also be introduced.

Points in the Selection of Records:

- (I) Avoid unfamiliar tunes which tend to distract and disturb.
- (II) Avoid "hot" music or music that is too thickly scored.
- (III) Avoid music with much tone level, variation and accentuation.
- (IV) Avoid very pronounced rhythm—e.g. slow waltzes, rhumbas.

Points in Arranging Programs:

- (I) Band music is well suited to very noisy shops.
- (II) Vocal numbers are usually unsuitable excepting for quiet, monotonous work.
- (III) Martial music is most suitable for early morning programs to assist in the "warming up" process.
- (IV) Variation—the key to success.

Radio and Factory Programs Combined:

The most satisfactory arrangement would be a blended combination of recorded and radio programs, thereby obtaining the advantage of the variety of music at the radio stations' disposal in conjunction with specially selected programs of the factory's recordings.

In conclusion it must be remembered that music in the factory is still in the experimental stage and it is largely by trial and error that a scheme can be perfected for the particular factory.

At all times it is advisable to welcome suggestions from the employees themselves and to conduct a questionnaire several weeks after the scheme has been in operation.

Decisions of National War Labour Board

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

British Columbia Electric Railway Company, Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Division 134), The Brotherhood of Locomotive Engineers and The Order of Railway Conductors.

Dominion Paper Box Company, Limited, and Alex. Donaldson.

Reliance Industries, Limited.

Phillips Electrical Works, Limited (Brockville).

Messrs. Weiller and Williams Company, Limited (Saskatoon).

The Boot and Shoe Manufacturers of the Province of Quebec and La Federation Nationale du Cuir et de la Chaussure du Canada, Inc., and The Boot and Shoe Workers' Union (A. F. of L.)

Dominion Engineering Works, Limited, Longueuil and Lachine Plants and Lodges 1596-1660 of the International Association of Machinists.

Parke, Davis and Company and the Canadian Pharmaceutical and Chemical Employees' Union (C. C. L.).

The John Ritchie Company, Limited (Quebec) and l'Union Protectrice des Travailleurs en Chaussures de Québec, Inc.

J. C. Malone and Company.

The Continental Paper Products, Limited and Le Syndicat National des Travailleurs de l'Industrie du papier faconne d'East Angus, Inc.

Lever Brothers, Limited and International Chemical Workers' Union, Local 23623, A. F. of L.

B. C. Electric Railway Company, Limited and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

British Columbia Packers, Limited, Canadian Fishing Company, Limited, Nelson Brothers Fishery, Limited, Nootka-Banfield Company, Limited, and Fish Cannery, Reduction Plant and Allied Workers' Federal Union No. 89.

Anglo-British Columbia Packing Company, Limited, British Columbia Packers Limited, Canadian Fishing Company Limited, Nelson Brothers Fisheries Limited, Nootka-Banfield Company, Limited, J. H. Todd and Sons Limited, Johnston Fishing Packing Company Limited, North Shore Packing Company Limited, and Fish Cannery, Reduction Plant and Allied Workers' Federal Union No. 89 and United Fishermen's Federal Union No. 44.

Famous Players Canadian Corporation and Motion Picture Projectionists' Union, Local 302, (Calgary).

Re: British Columbia Electric Railway Company, Limited and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Division 134), The Brotherhood of Locomotive Engineers and The Order of Railway Conductors

Reasons for Decision

This is an application by the Association for leave to appeal from a decision of the Regional War Labour Board for British Columbia dated December 23, 1943, on an application made by the Engineers and the Conductors to extend the provisions of their agreement. The latter two organizations oppose the appeal, while the Company takes a neutral attitude in the contest.

The Company operates an interurban system divided into 4 geographical districts, three of which are concerned in this appeal. The employees in District 1 are represented

by the Association, while the employees in Districts 2 and 3 are represented by the Brotherhood of Engineers and Order of Conductors who have a joint agreement with the Company.

A certain amount of freight moves across the boundaries of the 3 districts and to handle this type of freight, the practice for many years has been to use pro-rated crews made up of employees from the 3 districts. The past practice for all members of pro-rated crews was that wage rates and working conditions were those provided in the agreement covering the district in which the work was

being performed. By the decision now under appeal, the rates and conditions of the engineers' and conductors' agreement will prevail for employees of districts 2 and 3 for all work performed by them on any part of the system.

It is the view of the Board that, in the circumstances of this case, the nature of the applicant's interest in the Regional Board's

decision is not such as to give it status, within the terms of what was section 11 (4) of this Board's by-laws and is now section 11 of P.C. 9384, to carry an appeal from the decision. We fail to see how the wages of any employees covered by the Association's agreement can be said to have been affected by the decision, and we think the application should be denied.

December 1, 1944.

Re: Dominion Paper Box Company, Limited and Alex. Donaldson

Reasons for Decision

This is an appeal by the Company from the Finding of the Regional War Labour Board for Quebec, dated February 29, 1944, as follows:—

And therefore finds that you have made an infraction to the law, consequently it is expected that this matter will be settled immediately and that within eight days you will inform this Board that it has been done.

If within a delay of eight days no reply is received from your firm this matter will have to be referred to the National War Labour Board.

Donaldson, a salesman for the appellant Company, had been in their employ for several years prior to 1942. He was paid on a commission basis, plus certain additional expenses for car allowance, etc. In the main, all other salesmen, until 1941, were also paid on a straight commission basis. Some time prior to November 15, 1941, when P.C. 8253 came into effect, and due to the uncertainties of the situation as to the supply of paper boxes for civilian consumption, and owing to controls, the Company desiring to suitably provide for its sales' force, decided to alter its commission payment plan. There is considerable evidence to indicate that with the majority of the salesmen this new plan had been put into effect prior to November 15,

1941; and that while Donaldson had been made aware that his contract for 1942 would be changed, complete details were not given him until February 9, 1942. If such were the case, the Company may have established a new range of rates prior to November 15, 1941. The new plan provided a fixed weekly salary plus a much reduced rate of commission.

In August, 1942, Donaldson wrote the Regional War Labour Board for Quebec, and following correspondence with him, without any notification to the Company, Donaldson was advised by the Board on March 12, 1943, that his commission arrangement should not have been changed. On February 29, 1944, the Board, without having notified the Company that Donaldson had made any application, made its Finding above referred to. Following written protest by the Company, the Board gave leave to appeal in April, 1944.

We are of the opinion that the powers of the Board should not be used in the manner indicated, nor as a debt collection agency. We decline, under the circumstances, to make a ruling as to whether the provisions of the Order have been complied with or to recommend prosecution.

The Order of the Regional Board will, therefore, be vacated.

December 5, 1944.

Re: Reliance Industries Limited

Reasons for Decision

(Oral Decision)

The Board is of opinion that this appeal must be dismissed. The employer having stated that under the circumstances he had agreed to the increase in principle, and not having indicated any inability to pay, the employer then should find the means of putting into effect the increase.

Mr. Eldon asked that the National Board clarify the clause in the finding and direction of the Regional Board which reads as follows: "Where employees engaged on the night shift

are required to work overtime such premium shall not apply to overtime hours worked." Mr. Lizotte agreed that this clause required clarification; in fact the difficulty in making effective this clause as phrased had resulted in the employer's objection to complying with the entire finding and direction. It is the opinion of this Board that the clause complained of should be modified to read, "Where employees engaged on the night shift are required to work overtime, such premium shall not be added to the base ordinary time rate for the purpose of computing overtime."

November 21, 1944.

Re: Phillips Electrical Works, Limited (Brockville)*Reasons for Decision*

An appeal from a decision of the Ontario Board dated June 29, 1944, on an application for the establishment of a schedule of classifications and rates for the company's accounting staff. The maximum rate approved by the Regional Board was \$225, while the company had sought a rate of \$325 for a qualified accountant capable of assuming full responsibility for the company's accounts.

By the terms of the proviso in section 17 of order P.C. 9384, this employee is deemed to be above the rank of foreman or comparable rank and subject to the Wartime Salaries Order. There is nothing in the material filed to justify a determination that he is not above the said rank.

The appeal is therefore dismissed.

December 5, 1944.

Re: Messrs. Weiller & Williams Company, Limited (Saskatoon)*Reasons for Decision*

The Company applies for leave to appeal to this Board as to the effective date given by the Regional Board for Saskatchewan to its decision of August 3, 1944. The Regional Board permitted payment of certain wage increases to three employees from the date of application; the appellant, by a subsequent request, asked that they be made retroactive to the dates when it had agreed to pay them. The request was refused on two occasions by the Regional Board who also declined leave to appeal.

The matter of retroactivity is discretionary (section 30 (2) of P.C. 9384) and as a rule this Board does not substitute its discretion for that exercised by a Regional Board, unless it be demonstrated that the latter proceeded upon some material error. All of the pertinent facts in this case were placed before the Regional Board and we perceive no basis upon which it could be said that the decision below resulted from a faulty exercise of discretion.

The application is dismissed.

December 5, 1944.

Re: The Boot and Shoe Manufacturers of the Province of Quebec and La Fédération Nationale du Cuir et de la Chaussure du Canada, Inc. and The Boot and Shoe Workers Union (A.F. of L.)*Reasons for Decision*

This is an appeal by the employee organizations (the Federation and the Union) from a decision of the Regional War Labour Board for Quebec announced on July 10, 1944 refusing an application for a 10 per cent increase in the minimum wage rates fixed by the decree relating to the shoe industry in the province of Quebec passed under the Collective Agreement Act (R.S.Q. 1941, Chapter 163), vacations with pay and an overtime rule after 48 hours per week. If granted the application would have meant a substantial amendment of the collective labour agreement which, as extended by the decree under the provincial legislation, establishes minimum wage rates and working conditions for the entire boot and shoe industry in the province of Quebec. About 140 employers and 12,000 employees are engaged in the industry; 1,795 employees would be entitled to an increase if a 10 per cent increase in the minimum rates were directed.

The Joint Committee set up under the provincial act to administer the agreement was consulted by the Regional Board and the decision followed the committee's recom-

mendation that no change of a major character be made in the provisions of the agreement without the consent of the parties. The parties to the agreement were the two appellant employee organizations and some 68 individually named employers.

The matter must be decided under P.C. 9384 which asserts as a paramount principle that the wage structure in Canada is to be stabilized in order to maintain stability in prices and prevent increases in the general cost of living.

War labour boards have the power to direct or authorize an employer to increase his wage rates but "only if and to the extent that (they find) that such increased rate is necessary to rectify a gross inequality or gross injustice." In section 20 (2) the Order lays down for the Board the duty of taking into account the probable effect of such increase on the cost of production of the employer. These provisions were not contained in the prior Wages Control Order P.C. 5963 and they make it extremely difficult, if not impossible, for war labour boards to interfere with rates and conditions established as minimum standards for an entire industry in a province.

Undoubtedly these minimum rates are not high rates, they are obviously quite low rates and it might very well be that the employees of this or that employer who is paying them are the victims of a "gross injustice". But there was no evidence of that nature adduced and it would seem that with this type of general application, the procedure might become involved and cumbersome, if an attempt were made to make out individual cases.

It should be noted that the Wages Control Order was not designed to replace or supple-

ment the various minimum wage enactments of the provinces. Attention is directed to the decision of this Board in the Canada Starch Company case dated November 28, 1944, wherein it was reminded that war labour boards are not minimum wage boards or fair wage boards, but that they are wage stabilization boards.

Our view is that the appeal must be dismissed.

December 12, 1944.

Re: Dominion Engineering Works, Limited, Longueuil and Lachine Plants and Lodges 1596-1660 of the International Association of Machinists

Reasons for Decision

This is an appeal by leave of the Regional War Labour Board for the Province of Quebec from its decision of July 8, 1944, dismissing the application of the union for an increase in wage rates.

The application, generally speaking, is to increase the rates in the Dominion Engineering Works at its plants at Longueuil and Lachine to those prevailing in the National Railway Munitions plant, although in the schedule proposed by the union some of the rates are in excess of those in the latter Company. In some cases also there are no similar classifications in the National Railway Munitions plant and in such cases the applicant applied for straight wage increases. It was admitted that the average hourly rates in the Dominion Engineering Works (exclusive of any overtime) are at least equal to, if not in excess of, those in the National Railway Munitions plant. The Company has had in operation for some time a job evaluation system. If, therefore, the revisions asked for were granted, it would seriously alter the existing and recognized differentials between the various classifications and would result in an average hourly rate substantially in excess of that in the National Railway Munitions plant.

Without, therefore, finding that the National Railway Munitions plant is comparable to the Dominion Engineering Works (the Regional Board found it was not comparable), we are of the opinion that on the evidence of the

appellant union no gross inequality or gross injustice was shown to exist in the prevailing rates. In fact, the brief read at the hearing by the union stated that it was not claiming that any gross inequality or gross injustice existed, but rather that the rates of pay were lower than those paid in a comparable industry. It would appear that the rates quoted by the union for the Dominion Engineering Works are minimum rates and those for the National Railway Munitions plant are maximum rates.

In addition to the above, the Company has a special "man-rate" by which an additional payment up to ten (10c.) cents per hour may be made in suitable cases. One of the main grievances of the union is that this is not freely used, but that is a matter for discussion between the Company and the Grievance Committee.

On June 30, 1943, the Regional Board stated that the rates then being paid by the Company were higher than the rates being paid by comparable firms in the district. On February 19, 1944, the full cost-of-living bonus of Four Dollars and Sixty (\$4.60) cents was incorporated in all basic rates.

For the reasons above set forth, the appeal will be dismissed and the Finding and Direction of the Regional War Labour Board for Quebec confirmed.

Finding and Direction will be issued accordingly.

December 14, 1944.

Re: Parke, Davis and Company and The Canadian Pharmaceutical and Chemical Employees Union (C.C.L.)

Reasons for Decision

This is an appeal by the union from a decision of the Regional War Labour Board for Ontario, dated July 10, 1944, dismissing an application by the union for an increase in wage rates for four section heads from ninety-

seven (97c.) cents per hour (in some cases composed of lower rate plus bonus) to one dollar and seven (\$1.07) cents per hour (the original application requested \$1.08 per hour). Leave to appeal was granted by the Regional Board.

The chart filed by the Company shows that there are twenty section heads, of whom about fifteen are in the production side. The union's application is on behalf of the section heads of the White Room, Granulating Room, Ointment Room and Elixir Room, all of whom have a rate of ninety-seven (97c.) cents per hour, which at times, by reasons of bonus provisions, is in excess of that amount. The union asks that these be increased to one dollar and seven (\$1.07) cents per hour to place them on a par with the former head of the Pillcoating Section. It is clear that this rate of one dollar and seven (\$1.07) cents was set up as a special case for an old employee who lived in Detroit and who was given increases aggregating ten (10c.) per hour in 1939-1940, to make up the discount on Canadian funds. It was not made applicable to any of the others.

It is clear that the rates paid by the Company are not lower than those paid for similar classifications in the Windsor area.

In this case we are unable to find any gross inequality or gross injustice, nor do we find any power under P.C. 9384 to raise the rates paid to four employees to a higher rate paid to only one employee, particularly when the latter rate was put into effect to meet a particular case and when similar circumstances do not exist for those on whose behalf the application is made.

We are of the opinion that the decision of the Regional Board was correct and the appeal will, therefore, be dismissed.

Finding and Direction will be issued accordingly.

December 15, 1944.

Re The John Ritchie Company, Limited (Québec) and l'Union Protectrice des Trvailleurs en Chaussures de Québec, Inc.

Reasons for Decision

This is an appeal by the Union from a finding and direction of the Regional War Labour Board for Quebec dated September 12, 1944, ordering a set of piece work rates in the lasting room of the Company's plant. This decision rescinded a prior finding and direction dated July 25, 1944, which had put into effect a set of higher rates. Both decisions were made following receipt of recommendations from a standing inquiry committee which had been set up by the provincial Department of Labour to assist that department in matters pertaining to the boot and shoe industry in the city of Quebec.

The first report of the committee is dated July 17, 1944, and states that an investigation was made of the rates paid by A. E. Marois, Ltée, Gale Brothers, Children Shoe, Lachance & Tanguay and Ludger Duchaine. The committee in a unanimous report recommended a substantial increase in the piece rates for practically all of the operations in the Company's lasting department and by its Finding and Direction dated July 25, 1944, the Regional Board adopted the report and ordered payment of the rates.

On July 27, 1944, the Company wrote to the Regional Board alleging that they had not been given full opportunity to make representations to the committee. The committee was then requested to re-open the matter and to give the Company an opportunity to make its representations.

The committee then filed a majority report and a minority report. The majority report renewed the prior recommendation and said that no examination had been made of the relative plant efficiencies and that the piece rates were considered without taking earnings into account. The minority report stresses the importance of converting piece rates into hourly rates in order to make proper comparisons. The contention is maintained throughout the minority report that under the conditions prevailing in the Ritchie plant workers in the lasting department are able to make more money than in the other plants at the same piece rate. The Regional Board adopted the view of the minority report and issued its Finding and Direction dated September 12, 1944, in which it ordered the piece rates which the Company said it was prepared to put into effect. There were some increases, but not in all classifications nor were they as large as the rates first ordered.

We have considered the supplementary material filed by the Company with respect to its allegation that this plant affords an opportunity for higher earnings in the lasting room and we are of the view on this information that there was reasonable ground for the position finally adopted by the Regional Board.

The appeal must therefore be dismissed.

December 18, 1944.

Re: J. C. Malone & Company

Reasons for Decision

By leave of the Quebec Regional Board this is an appeal by the Company from a decision dated September 12, 1944, ordering an increase of 4 cents (from 56 to 60 cents) per hour to pulpwood loaders employed at Chaudière Bassin near Quebec.

The appellant asserts that on a comparison with rates paid in the locality for this type of work the increase is not justified. The Regional Board appears to have compared rates on a wider basis, particularly with the

rate for unloading pulpwood at Trois-Rivières, and to have found that there was sufficient ground for the exercise of the power contained in section 20 (1) (a) of P.C. 9384.

In the light of all relevant circumstances, including the rather strenuous nature of the work involved, we are unable to say that the Regional Board misapplied the provision of the Order. The Finding and Direction effective from September 5, 1944, will be confirmed.

December 19, 1944.

Re: The Continental Paper Products, Limited and Le Syndicat National des Travailleurs de l'Industrie du papier façonne d'East Angus, Inc.

Reasons for Decision

An appeal by the Company from that part of the decision of the Regional War Labour Board for Quebec dated June 20, 1944, ordering an increase of the wage rates of female employees at the Company's plant located at East Angus. The increase ordered in the male rates is not under appeal.

The syndicate in its application sought comparison with rates paid by Pyramid Paper Products Limited at East Angus and by Kilgour Paper Bags Limited at Windsor Mills. The appellant submits that "neither participation in the same general industry nor proximity are sufficient alone or in combination, to make manufacturing plants comparable" and that the only comparable mill producing multiwall bags is that of the Bates Valve Bag Company at Trois-Rivières. The Company's brief also refers to the differential recognized in previous cases between rates for the same occupational classification in newsprint mills and in fine grade paper mills in the same locality.

In considering the appellant's argument it is necessary to keep in mind that the cases referred to were decided by means of the rule of comparability contained in section 25 of the then governing Order in Council (P.C. 5963), while the decision in this case was made under the "gross injustice and gross inequality" provision of section 20 (1) (a) of P.C. 9384. The present formula presents a severe condition, but in applying it a war labour board is not held necessarily to a test of comparison, either within an industry or within a section of an industry or even within a locality. It is evident from the Regional Board's Finding and Direction that in increasing the range of the rates here in question from 25-30 cents to 30-35½ cents, the Regional Board had come to the conclusion that this was a proper case for an application of the rule now in effect. This Board is of the opinion that that conclusion should not be disturbed and that the appeal must be dismissed.

December 19, 1944.

Re: Lever Brothers Limited and International Chemical Workers' Union, Local 23623, A. F. of L.

Reasons for Decision

This is a Joint Appeal by the Company and the Union from a decision of the Regional War Labour Board for Ontario dated September 23, 1944, and confirmed on review under date of November 1, 1944, refusing permission "to establish a 40 hour week and pay employees amounts commensurate to those earned for 48 hours, and to pay a premium rate of time and one-half beyond 40 hours a week", at the Company's Toronto plant.

Representatives of the Company and of the Union met this Board to discuss the conditions involved in the Appeal. As a result of

this conference it became apparent that the conditions requested by the application to the Regional Board could not be shown to be "necessary to rectify a gross inequality or gross injustice", as required under the provisions of Section 20 (1) of Wartime Wages Control Order, 1943, P.C. 9384, and that, therefore, the said Board was justified in refusing to approve the application. However, as a result of additional information and further representations submitted to this Board, it was shown that following the setting up by the Company and the Union of an Industrial Production Co-operation Board, as

the result of the Government's encouragement of the operation of Joint-Labour Management Committees, such increased production in relation to wage costs has been secured during a trial period as in the opinion of the parties justified the adoption of the improved working conditions for the Company's hourly rated employees as requested by the application.

The problem involved, therefore, appears to be one which would justify the adoption of an Incentive Production Bonus Plan within the spirit and intent of Section 20 (1) (c) (v) and Section 24, of P.C. 9384, provided that the application of such a Plan would not result in any increase in established unit production costs, and, as a result of the discussion of the problem between representatives of the Company, and of the Union with the Board, the parties have agreed upon the conditions of a proposed Incentive Production Bonus Plan as an experiment for a period of six months commencing January 1, 1945, based

upon results of co-operative efforts between the Company and its employees during the September Quarter 1944, as compared with the December Quarter 1943, which if maintained will result in the Company's hourly rated employees earning approximately the same compensation working a 40 hour week as they previously earned working a 48 hour week, and without involving any increase in unit production costs.

The National War Labour Board is prepared to give approval to the adoption of the proposed Incentive Production Bonus Plan for hourly rated employees at the Company's Toronto plant, subject to review after a period of six months, to be assured that the continuation of the Plan can be fully justified within the provisions of Wartime Wages Control Order, 1943, P.C. 9384.

Finding and Direction will follow accordingly.

December 18, 1944.

Re: B.C. Electric Railway Company, Limited and Amalgamated Association of Street Electric Railway & Motor Coach Employees of America

Reasons for Decision

This is an appeal by the Union from the Finding and Direction of the British Columbia Regional War Labour Board dated the 22nd day of August, 1944, increasing "the wage rates of all employees covered by the application by 4½ cents per hour." The Company cross appeals against this Finding and Direction. In the application on which this said Finding and Direction was made, the employees sought, among other things, increases in their wage rates in amounts ranging from 12½ cents per hour to 29 cents per hour. On the 14th of September, 1944, the said Regional Board filed and delivered to each of the parties its reasons for decision in which it was stated:

This Board wishes to convey to both parties involved that, after having made a careful study of wage scales for all street railways in Canada, they were unable to concur with the Amalgamated Association of Street Electric Railway and Motor Coach Employees of America's application that in the basic wage rates paid to the occupational classifications under review, gross inequalities or gross injustices exist.

On the hearing of the appeal by this Board the argument was again stressed that the increases sought by the employees in the application were necessary to rectify gross inequalities and gross injustices, and, in support of this argument, it was urged with much ingenuity that gross injustices and gross inequalities were apparent on an examination of the relationship existing between the wage rates received by certain classifications of the B.C. Electric Com-

pany and those received by corresponding classifications in other industries in the Vancouver area. This Board, however, is unable, in the circumstances of this case, to accept this basis of comparison as the correct one. It should be pointed out moreover that the employees in developing this comparison did not furnish sufficient information as to the skill, working conditions, and other factors involved, to indicate clearly that the wage rates on which the comparisons were made were for *substantially the same classifications*. However, it is unnecessary for this Board to discuss in detail the comparisons offered because the same arguments were advanced to the Regional War Labour Board of British Columbia, and this Board entirely agrees with the British Columbia Regional Board that the Union has failed to demonstrate the existence of any gross inequality or gross injustice.

This Board, however, is unable to agree with the said Regional Board that the employees are entitled to any increase in their wage rates pursuant to the provisions of section 20, sub-section 1 (b) of P.C. 9384, as amended. The submission made to the said Regional Board and repeated to this Board indicates that wage increases totalling \$23.75 per month for the employees working a forty-eight hour week, and \$22.28 per month for the employees working a forty-four hour week, had been granted to the employees since August, 1939.

In order to indicate that the employees were entitled to a further increase, pursuant to section 20, sub-section 1 (b) of P.C. 9384, the said

Regional Board in its reasons for decision stated:

This Board is of the opinion that the increase of 6 cents per hour granted in May, 1941, increased the wage rates of the employees to a fair and reasonable level without regard to any increases in the cost of living since August, 1939. On this basis, the Board considers that in addition to the increase granted in May, 1941, the employees are entitled to the equivalent of the full cost-of-living bonus and have, therefore, granted them an increase of $4\frac{1}{2}$ cents per hour which, with the cost-of-living bonus of $5\frac{1}{2}$ cents per hour paid by the employer at February 15, 1944, equals an increase of 10 cents per hour to fully compensate the employees for the increase in the cost of living since August, 1939.

This Board is not of opinion that any increase is justified pursuant to the sub-section relied on by the Regional War Labour Board. The maximum amount of the cost-of-living bonus, as referred to in the sub-section, is \$19.93 per month. The employees, therefore, had received increases since August, 1939, which

gave them wage rates greater than those received by them in August, 1939, "by more than the amount of the appropriate cost-of-living bonus." Moreover, after reading the report of the Conciliation Board which awarded the increase of 6 cents per hour in June, 1941, it is clear to this Board that the said Regional War Labour Board should not have given this interpretation to the reasons for the increase in wage rates awarded by that report.

This Board is of the opinion that the British Columbia Regional War Labour Board did not apply to the facts in this particular case the proper principle in awarding the increase of $4\frac{1}{2}$ cents per hour, and, therefore, dismisses the appeal and allows the cross appeal.

With respect to the many other matters referred to in the application, and subject to this appeal, this Board sees no reason why the determination of the said Regional Board respecting them should be disturbed.

December 27, 1944

**Re: British Columbia Packers, Ltd., Canadian Fishing Company, Ltd.,
Nelson Brothers Fishery Ltd., Nootka-Banfield Company Ltd., and
Fish Cannery, Reduction Plant and Allied Workers'
Federal Union No. 89**

Reasons for Decision

This is an appeal by the companies from findings and directions of the Regional Board for British Columbia dated September 12, 1944, adjusting wage rates and working conditions for reduction plant employees. We grant the required leave in the case of Nootka-Banfield Company, the 30-day time limit having elapsed when application was made below.

We shall dispose of this case on the same basis as in the case concerning net workers

and cannery workers. All increases in wage rates (monthly, hourly or overtime), except in so far as they may reflect the amount of compulsory cost-of-living bonus, shall be disallowed. It was not shown that they are necessary to rectify a gross or obvious injustice or inequality. In all other respects, including the establishment of the 9-hour day when actually processing fish, the decisions are confirmed.

Findings and Directions will issue accordingly.

December 27, 1944.

**Re: Anglo-British Columbia Packing Co. Ltd., British Columbia Packers
Ltd., Canadian Fishing Company Ltd., Nelson Brothers Fisheries
Ltd., Nootka-Banfield Company Ltd., J. H. Todd and Sons Ltd.,
Johnston Fishing Packing Company Ltd., North Shore Packing
Company Ltd., and Fish Cannery, Reduction Plant and
Allied Workers' Federal Union No. 89 and United
Fishermen's Federal Union No. 44**

Reasons for Decision

This is an application for leave and an appeal by the companies from Findings and Directions of the Regional Board of British Columbia dated June 19, 1944, and June 30, 1944, altering certain contract provisions with respect to the standard working hours and the overtime rate, establishing new classifications of net workers and increasing the minimum of the range for yearly net bosses.

Because leave to appeal was granted by the Regional Board in the case involving reduction plant employees, we think that the application for leave should be allowed in this case as well.

There are many points involved in this appeal and we do not propose to set out reasons at length for the conclusions which the Board has adopted. The main matter of controversy appears to be the setting by the

Regional Board of a standard nine-hour day on fish-processing days for both monthly-rated and hourly-rated employees. We shall not disturb that part of the decisions, except in the case of watchmen who shall continue to be governed as to hours of work by the contract provisions or practice in effect for them prior to the decision under appeal.

In other respects the decisions will be modified to the extent that any increase in hourly rates from 78 cents (including cost-of-

living bonus) to 79½ cents, either for purposes of straight time or overtime, shall be disallowed; that there shall be no increase in the minimum of the range for yearly net bosses and the new classifications established by the Regional Board for assistant net bosses and campmen mending gear shall also be disallowed. As to their other provisions the decisions are confirmed.

Findings and Directions will issue accordingly.
December 27, 1944.

Re: Famous Players Canadian Corporation and Motion Picture Projectionists' Union, Local 302 (Calgary)

Reasons for Decision

This is an appeal by the Company from the Finding and Direction of the Regional War Labour Board for Alberta, on an application presented to that Board on the 6th day of May, 1944. The appeal of the Company is directed solely to that part of the Finding and Direction of the Regional War Labour Board which required the Company to pay to the employees double time when they were required to work on statutory holidays.

On behalf of the Company the argument was advanced that the order of the Alberta Regional War Labour Board appealed from was made contrary to, or for the purpose of circumventing the decision of this Board, in the case of Famous Players of Canada and B.C. employees (L.G., Feb. 1944, p. 164). Reference to the evidence given and argument submitted on the hearing of that appeal clearly indicates that the sole matter under consideration was the length of the period for which holidays with pay should be authorized. The question of double time for service on statutory holidays was not argued or considered.

On behalf of the employees, it was urged that the nature of their duties was injurious to human health. This submission, however, was completely and effectively met by the Company and the employees did not succeed in demonstrating it as a reason for the extra pay claimed for holidays.

On behalf of the Company it was also submitted that the employees in question performed duties necessary for the entertainment of the public on statutory holidays, and that they, therefore, should be grouped with hotel, restaurant, street railway employees, and

others, the nature of whose duties required the performance of the same on statutory holidays. While this Board agrees that there is a degree of similarity in certain features of their respective duties, it realizes also that there is undoubtedly a distinction between those services which are necessary for the life of the community, and those services which an employer from choice may render both with profit to himself and as a convenience to those members of the public who if they so wish have greater opportunity for the enjoyment of entertainment on public holidays. The Board, however, was much impressed by the argument urged by the Company, and admitted by the employees, that the employees when seeking employment with the Company knew that incidental to the terms of their service with the Company was the requirement that theatres would operate on statutory holidays. It was admitted also by the employees that this characteristic feature of their employment had been one which had existed for many years in this country, as well as in others, and that in agreements with their employers no provision had been made for the payment of any premium for time worked on statutory holidays. Under the circumstances the payment of premium rates for services on statutory holidays would appear to be a matter which should be the subject of negotiations between the parties preliminary to any application for direction or authorization by a War Labour Board. Moreover, this Board does not consider that the present Wages Control Order should serve to introduce by compulsion a new condition of employment in this kind of industry.

The appeal is, therefore, allowed.

December 30, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

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

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

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of December. During this period the Board received 17 applications, held 8 public hearings, issued 4 certificates designating bargaining representatives, rejected 2 applications for certification and gave decisions in 2 appeal cases.

Certificates Issued

(1) *The Association of Federal Employees of the Port of Quebec, Inc., and the National Harbours Board, Quebec, P.Q.* (L.G. Aug. 1944, p. 968). The Association and Messrs. P. Edmond Trudel and R. Bissonnette were certified as bargaining representatives for the employees of the National Harbours Board employed at the Port of Quebec, Quebec, P.Q.

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

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

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the *LABOUR GAZETTE* for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Excluded from the bargaining unit were the harbour railway and grain elevator employees, the port manager and acting chief engineer, port manager's stenographer, harbour master, assistant harbour master, wharfinger, grain accountant, employment officer and chief time-keeper, purchasing agent, senior assistant engineer, assistant engineers, assistant superintendent of the General Operation and Maintenance Department, electrical foreman, superintendent of the cold storage plant, foreman of the main cold storage warehouse, bridge foreman and diver, storekeeper, chief sergeant, sergeants and constables of the police force, machine shop employees employed as machinist foreman, machinist and toolmaker, machinists, welder and repairer, boilermakers, machinist-helper,

locomotive and crane fitters, blacksmiths and blacksmith-helper. Certification followed a hearing by the Board and an examination of the Association's membership records by an officer of the Board.

(2) *The International Brotherhood of Electrical Workers, Local B-1039 and Gatineau Power Company, Gatineau Electric Light Company Limited, and Gatineau Transmission Company, Ottawa, Ontario.* (L.G. Sept. 1944, p. 1109). Following an examination of the Union's membership records by an officer of the Board and a public hearing, the Union and Messrs. P. A. Raby, J. E. Landreville, J. F. Coyne, T. McMahon, H. Lavigne, J. N. Bugeaud, G. C. Walsh and R. P. Kean were certified as bargaining representatives for the field employees of the Gatineau Power Company, Gatineau Electric Light Company Limited and Gatineau Transmission Company employed in the service of the companies in the provinces of Ontario and Quebec in the classifications of watchmen, labourers, cleaners or general hands, wheelmen, powerhouse and sub-station switchboard operators, chief operators, shift foremen, electricians and their helpers, mechanics and their helpers, working foremen, machinists, diver-labourer, groundmen, patrolmen, truck drivers, meter readers, meter testers, meter servicemen, meter repairers, meter foremen, meter and relay maintenance men. Excluded from the bargaining unit were sworn-in guards, solely employed as such, office employees, superintendents, division managers or other employees having equal or higher authority and non-working foremen, system supervisors and powerhouse clerks.

(3) *The Vancouver Harbour Employees' Association and National Harbours Board, Vancouver, B.C.* (L.G. Oct. 1944, p. 1221). Following an examination of the Association's membership records by an officer of the Board, the Association and Messrs. L. A. Titelborn, A. D. Kerr and J. D. Kennedy were certified as bargaining representatives for the regularly employed employees of the National Harbours Board employed at the Port of Vancouver, B.C. Excluded from the bargaining unit were the port manager, port manager's stenographer, harbour master, deputy harbour master, superintendent, chief engineer, assistant engineers, terminal railway agent, yardmaster, assistant yardmaster, employment and purchasing agent, piers supervisors, bridge supervisor, fish wharf supervisor, chief clerk of the terminal railway, chief clerk at Ballantyne Pier, general foreman of Ballantyne Pier, maintenance foreman in the Engineer's Department, all regular watchmen sworn in as special constables, all locomotive engineers, locomotive firemen, yardforemen and yardmen or switchmen.

(4) *The Brotherhood of Locomotive Firemen and Enginemen, Clearwater Lodge No. 930 and Canadian National Railways (Western Lines).* (L.G. Nov. 1944, p. 1338). The Union and Mr. Francis Rasmussen were certified as bargaining representatives for jitney car operators employed by the Canadian National Railways, conveying passengers between Kamloops and Kamloops Junction, B.C. Certification followed the examination of the Union's membership records by an officer of the Board.

Applications For Certification Rejected

(1) *The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Sarnia Elevator Company, Limited, Sarnia, Ontario.* (L.G., Nov., 1944, p. 1338.) Following a representation vote, ordered by the Board, in which the applicant union was not supported by a majority of the eligible employees, the Board rejected the application for certification of bargaining representatives.

(2) *The British Columbia Seamen's Union and the Union Oil Company of Canada, Limited (M.V. "Unacana"), Vancouver, B.C.* (L.G., Oct., 1944, p. 1221.) Following a representation vote, ordered by the Board, in which the applicant union was not supported by a majority of the eligible employees, the Board rejected the application for certification of bargaining representatives.

Applications For Certification Under Investigation

(1) The International Brotherhood of Electrical Workers, Local 348 on behalf of the electricians and helpers employed in the ammonia products and other chemicals plant of the Alberta Nitrogen Products, Calgary, Alberta.

(2) The United Brotherhood of Carpenters and Joiners of America, Local 1779, on behalf of the carpenters employed in the chemical plant of the Alberta Nitrogen Products Limited, Calgary, Alta.

(3) Mercantile Marine Officers' Guild of Canada on behalf of mates on steamers on Canadian lakes and coastal waters employed by the Gulf and Lake Navigation Company, Ltd., Montreal, P.Q.

(4) The Mercantile Marine Officers' Guild of Canada on behalf of mates on steamers on Canadian lakes and coastal waters employed by Keystone Transports Limited, Montreal, P.Q.

(5) The Canadian Brotherhood of Marine Engineers on behalf of certificated and/or marine engineers below the certified grade of chief engineer employed on the vessels of the

Gulf and Lakes Navigation Company, Ltd., Montreal, P.Q.

(6) British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers International Union of North America on behalf of unlicensed crew members in engine room deck and stewards' departments on vessels operating from Pacific coast ports of the Park Steamship Company, Ltd., Montreal, P.Q.

(7) Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 274, on behalf of certain employees of Hotel Saskatchewan, Canadian Pacific Railway Company, Ltd., Regina, Saskatchewan.

(8) British Columbia Seamen's Union, Vancouver Branch Pacific District, Seafarers International Union of North America on behalf of employees in the Ferry Service of the municipality of North Vancouver, North Vancouver, B.C.

(9) National Union of Coal Dock Workers, Local No. 1, on behalf of coal dock workers employed by the Century Coal Company Ltd., Midland, Ontario.

(10) Western Canadian Greyhound Employees Union affiliated with the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America on behalf of operators, ticket agents, clerks, package and express clerks, platform loaders and unloaders, mechanics, janitors and cashiers of the Western Canadian Greyhound Lines Limited, Calgary, Alta.

(11) Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 49 on behalf of certain employees of the Prince Edward Hotel, Canadian National Railways, Brandon, Man.

(12) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station employees on behalf of Maintenance Men (carpenters and helpers), shipyards at Nelson, Nakusp and Okanagan Landing, Canadian Pacific Railway Company, B.C. Lake and River Service, Nelson, B.C.

(13) International Longshoremen's and Warehousemen's Union, Local 501 on behalf of all employees handling cargo and operations necessary for loading cars and the maintenance of dock equipment of the Great Northern Railway Company, Vancouver, B.C.

(14) Calgary Power Employees Association on behalf of certain employees of the Calgary Power Company, Limited, Calgary, Alta.

(15) Rolling Mill Employees Federal Union, Local 23180 (A.F. of L.), on behalf of certain employees of the Calgary Rolling Mill Department, Dominion Bridge Company, Limited, Calgary, Alta.

(16) Railway Supervisors Association on behalf of certain employees in the Motor Power, Car and Stores Departments of the Canadian National Railways (Western Region), Port Arthur, Ont., to Vancouver, B.C.

(17) Deepsea and Inlandboatmen's Union of the Pacific Coast District of the Canadian Seamen's Union on behalf of unlicensed personnel on (M.V. "Unacana") of the Union Oil Company of Canada, Ltd., Vancouver, B.C.

Decisions of Board in Appeal Cases

The following appeal from a decision of the Manitoba Wartime Labour Relations Board and an application for leave to appeal from a decision of the Quebec Wartime Labour Relations Board were considered by the Wartime Labour Relations Board (National) and judgment given.

(1) The Wartime Labour Relations Board (National) set aside both the certificate and the amended certificate issued by the Manitoba Wartime Labour Relations Board to the bargaining representatives of the International Union United Automobile, Aircraft and Agricultural Implement Workers of America and rejected the application for certification submitted by the applicant union.

The Company appealed from the decision of the Provincial Board on the following among other grounds: that there was a mistake in the name of the applicant union; that the application should have been made to the Board by or on behalf of the bargaining representatives instead of by the union; that the union was not a legal entity; that the words "officers or other persons" in Section 5 (2) of the Regulations did not give the union the right to choose both officers and other members as bargaining representatives; that the bargaining representatives were not properly appointed or elected by the union; that the company was given no opportunity to adduce evidence or make representations on the first hearing of the application; that the bargaining unit should be limited to the hourly-rated employees and should not include clerks; that the granting of the amended certificate after a second hearing was beyond the powers of the Provincial Board.

The National Board rejected the first four grounds but having regard to the unsatisfactory evidence as to the election of bargaining representatives by the union and the fact that counsel for the employer withdrew from the hearing on the amended application on the ground that the provincial Board had no jurisdiction; as well as the doubt whether the Manitoba Wartime Labour Relations Board

actually had jurisdiction to amend the certificate, the National Board has set aside both the certificate and the amended certificate issued by the Provincial Board. It was suggested that the union may now make a fresh start and proceed to elect or appoint bargaining representatives and, if it so desires, to make a new application to the Manitoba Board for their certification, at which time the employer must have an opportunity to present evidence and to make representations to the Board if desired.

The appellants were represented by Messrs. D. H. Laird, K.C., J. E. Swancar and W. C. Clark and the respondent union by Mr. John Eldon.

(2) The Wartime Labour Relations Board (National) denied the appeal of the Professional Union of Construction Workers of Quebec from the decision of the Quebec Wartime Labour Relations Board rejecting the application for certification of bargaining representatives for employees in the Shipyard of the Anglo-Canadian Pulp and Paper Mills, Limited. Respondents in this case in addition to the Company were five International Unions,

namely, International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America; International Brotherhood of Electrical Workers, Local 1118; International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 137; United Association of Journeymen Plumbers and Steam Fitters of the United States and Canada, Local 511; and United Brotherhood of Carpenters and Joiners of America.

A comparison of the membership list presented by the applicant union with the payroll of the Company did not show that the union had a majority of the employees as members. The shipyard is now closed and there are only 15 persons employed, all of whom are office employees engaged in making inventories preparatory to closing the books and similar work. If the shipyard is reopened the union may renew its application.

The appellants were represented by Messrs. H. Dennis and L. P. Bedard and the respondents by Messrs. Ross Drouin and J. R. Latter for the Company and Messrs A. C. Beaulé, J. W. Bruce, L. Guerard, E. Larose and J. Broderick for the five International Unions.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Board Reports Received

During December reports were received from six Boards of Conciliation:—

Concerning the Aluminum Company of Canada, Limited, Ile Maligne, P.Q., and

the National Syndicate of Aluminum Workers of St. Joseph d'Alma, Inc.

Concerning the Aluminum Company of Canada, Limited, Shipshaw, P.Q., and the National Syndicate of Electric Power Employees of Shipshaw.

Concerning Page-Hersey Tubes, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America.

Concerning the Electro-Metallurgical Company of Canada, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America.

Concerning the Corporation of the Township of York Hydro System, Toronto, Ont., and the Canadian Electrical Trades Union, Branch No. 1.

Concerning the Steel Company of Canada (Hamilton and Ontario Works) Hamilton, Ont., and Local 1005, United Steelworkers of America.

Board Fully Constituted

During December fifteen Boards of Conciliation were fully constituted:

Canners Machinery, Limited, Simcoe, Ont. The Board of Conciliation established to deal with a dispute between Canners Machinery, Limited, Simcoe, Ont., and Local 257, Inter-

national Union, United Automobile, Aircraft and Agricultural Implement Workers of America was fully constituted on December 29, with the appointment of the Honourable Mr. Justice W. D. Roach, Toronto, Ont., as Chairman of the Board. Mr. Justice Roach was appointed by the Minister in the absence of a joint recommendation from the other two members, Mr. John W. Sheppard, Simcoe, and Mr. Bora Laskin, Toronto, appointed on the nomination of the employer and employees respectively.

Canadian Industries, Limited, Toronto, Ont. The Board of Conciliation established to deal with a dispute between Canadian Industries, Limited, Toronto, Ont., and the Canadian Industrial Workers Union No. 1 (C.C.L.) was fully constituted on December 21 with the appointment of the Chairman, His Honour Judge T. H. Barton. Judge Barton was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. Norman L. Mathews, K.C., and Mr. Herbert Orllife, both of Toronto, who had been appointed on behalf of the employer and the employees respectively.

Defence Industries, Limited, Ajax, Ont. The Board of Conciliation established to deal with a dispute between Defence Industries, Limited, Ajax, Ont., and Local 521, United Electrical, Radio and Machine Workers of America, was fully constituted with the appointment of the Chairman, the Honourable Mr. Justice A. W. Greene. Mr. Justice Greene was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. Gerald H. Brown, Ottawa, and Miss Idele Wilson, Toronto, the nominees of the employing company and the employees concerned.

Golden Manitou Mines, Limited, Val d'Or, P.Q. On December 8 the Board of Conciliation established to deal with a dispute between Golden Manitou Mines, Limited, Val d'Or, P.Q., and Local 654, Val d'Or Mine and Mill Workers Union was fully constituted with the appointment of the Chairman, Professor B. S. Keirstead. Prof. Keirstead was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. John J. Robinette, Toronto, and Mr. Guy M. Desaulniers, Montreal, who had been appointed on behalf of the company and the employees respectively.

Ingersoll Machine and Tool Company, Limited, Ingersoll, Ont. On December 8 the Board of Conciliation established to deal with

a dispute between Ingersoll Machine and Tool Company, Limited, Ingersoll, Ont., and Local 2918, United Steelworkers of America, was fully constituted with the appointment of the Chairman Dr. Alexander Brady. Dr. Brady was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members Messrs. John J. Robinette, Toronto, and Mr. Oliver Hodges, London, Ont., appointed on behalf of the employer and the employees respectively.

International Harvester Company, Chatham, Ont. On December 29 the Board of Conciliation established to deal with a dispute between the International Harvester Company, Chatham, Ont., and the International Union, United Automobile, Aircraft and Agricultural Workers of America was fully constituted with the appointment as Chairman of the Honourable Mr. Justice W. D. Roach, of Toronto, Ont. Mr. Justice Roach was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. John J. Robinette and Bora Laskin, both of Toronto, appointed on the nomination of the employer and the employees respectively.

Ontario Steel Products, Limited, Chatham, Ont. On December 8 the Board of Conciliation established to deal with a dispute between Ontario Steel Products, Limited, Chatham, Ont., and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-CIO, was fully constituted with the appointment of the Chairman His Honour Judge Ian M. Macdonell, of Toronto. Judge Macdonell was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. John J. Robinette and Mr. Bora Laskin, both of Toronto, members of the Board nominated by the company and the employees respectively.

Ontario Steel Products Company, Limited, Oshawa, Ont. On December 8 the Board of Conciliation established to deal with a dispute between Ontario Steel Products, Limited, Oshawa, Ont., and Local 222, International Union, United Automobile Workers of America, was fully constituted with the appointment of the Chairman His Honour Judge Ian M. Macdonell, of Toronto. Judge Macdonell was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. John J. Robinette and Mr. Bora Laskin, both of Toronto, who had been appointed on behalf of the employer and the employees respectively.

Senator Rouyn Mines, Limited, Rouyn, P.Q. On December 13 the Board of Conciliation established to deal with a dispute between Senator Rouyn Mines, Limited, Rouyn, P.Q., and Local 688, Rouyn Mine, Mill and Smelter Workers' Union, was fully constituted with the appointment of His Honour Judge Honore Achim of Hull, P.Q., as Chairman of the Board. Judge Achim was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Major J. M. Eakin of Noranda, P.Q., and Mr. Guy M. Desaulniers of Montreal, appointed on the nomination of the employer and employees respectively.

Steel Company of Canada, Limited, (Gananoque Works). On December 15 the Board of Conciliation established to deal with a dispute between the Steel Company of Canada, Limited (Gananoque Works) and Local 3208, United Steelworkers of America, was fully constituted with the appointment of His Honour Judge J. P. Madden as Chairman of the Board. Judge Madden was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. John J. Robinette and Henry L. Cartwright members of the Board nominated by the company and the employees respectively.

Steel Company of Canada, Limited (Canada Works) Hamilton, Ont. On December 15 the Board of Conciliation established to deal with a dispute between the Steel Company of Canada, Limited, (Canada Works) Hamilton, Ont., and Local 3250, United Steelworkers of America was fully constituted with the appointment of the Chairman the Honourable Mr. Justice F. H. Barlow. Mr. Justice Barlow was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. J. A. McNiven of Chatham, Ont., and Mr. Drummond Wren, of Toronto, appointed on the nomination of the employer and the employees respectively.

The Joseph Stokes Rubber Company, Ltd., Welland, Ont. On December 2 the Board of Conciliation established to deal with a dispute between the Joseph Stokes Rubber Company, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America, was fully constituted with the appointment of Dr. Alexander Brady of Toronto as Chairman of the Board. Dr. Brady was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. Murton A. Seymour, K.C., of St. Catharines, appointed on the nomination of the employer, and

Dr. H. G. Forster of Welland, appointed on the nomination of the employees.

Upper Canada Mines, Limited, Dobie, Ont.—On December 6 the Board of Conciliation established to deal with a dispute between Upper Canada Mines, Limited, Dobie, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union was fully constituted with the appointment of Dr. Cecil A. Wright of Toronto as Chairman of the Board. Dr. Wright was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Senator J. J. Bench of St. Catharines and Mr. Drummond Wren of Toronto, appointed on the nomination of the employer and employees respectively.

Yarrows, Limited, Esquimalt, B.C.—The Board of Conciliation established to deal with a dispute between Yarrows, Limited, Esquimalt, B.C., and Local No. 1, Industrial Clerks' Association was fully constituted on December 16 with the appointment of Mr. James H. Beatty. Mr. Beatty was appointed by the Minister on a joint recommendation from the other two members, Mr. D. R. Anderson and Prof. E. S. Farr, both of Victoria, appointed on the nomination of the employer and employees respectively.

Westminster Foundry, Limited, New Westminster, B.C.—The Board of Conciliation established to deal with a dispute between Westminster Foundry, Limited, New Westminster, B.C., and Local 3254, United Steelworkers of America, was fully constituted on December 28 with the appointment of Mr. J. Edwin Eades. Mr. Eades was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. R. L. Norman and C. Grant MacNeil, M.L.A., both of Vancouver, appointed on the nomination of the employer and employees respectively.

Boards Established

During the month nine Boards of Conciliation were established but not fully constituted.

De Havilland Aircraft Co. of Canada, Ltd., Toronto, Ont.—On December 19 the Minister of Labour established a Board of Conciliation to deal with a dispute between the De Havilland Aircraft Company of Canada, Limited, Toronto, and Local 112, United Automobile, Aircraft and Agricultural Implement Workers of America. Mr. F. J. Ainsborough of Toronto investigated the case as Conciliation Officer. On December 18 Mr. Ainsborough's report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. Norman L. Mathews, K.C., of Toronto, Ont., on the nomination of the employing company, and Mr. Bora Laskin, also of Toronto, on the nomination of the employees concerned. Mr. Mathews and Mr. Laskin have been requested to confer on the nomination of a chairman and third member of the Board.

Fowler's Canadian Company, Limited, Hamilton, Ont.—On December 6 the Minister of Labour established a Board of Conciliation to deal with a dispute between Fowler's Canadian Company, Limited, Hamilton, Ont., and the United Packinghouse Workers of America. Mr. F. J. Ainsborough of Toronto investigated the case as Conciliation Officer. On December 6, Mr. Ainsborough's report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. Norman W. Byrnes of Hamilton, Ont., on the nomination of the employing company, and Mr. Arthur Williams of Oshawa, Ont., on the nomination of the employees concerned. At the end of the month Mr. Byrnes and Mr. Williams were conferring on the selection of a Chairman.

General Dry Batteries of Canada, Limited, Toronto, Ont.—On December 14 the Minister of Labour established a Board of Conciliation to deal with a dispute between General Dry Batteries of Canada, Limited, Toronto, Ont., and Local 512, United Electrical, Radio and Machine Workers of America. Mr. Harold Perkins, Toronto, investigated the case as Conciliation Officer. On December 12, Mr. Perkins' report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. John J. Robinette, K.C., of Toronto, Ont., on the nomination of the employing company, and Miss Idele Wilson, also of Toronto, on the nomination of the employees concerned. Mr. Robinette and Miss Wilson have been requested to confer on the nomination of a chairman and third member of the Board.

Canadian Car & Foundry, Limited, Brantford, Ont.—On December 11 the Minister of Labour established a Board of Conciliation to deal with a dispute between Canadian Car & Foundry, Limited, Brantford, Ont., and Local 397, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). Mr. F. J. Ainsborough, Toronto, investigated the case as Conciliation Officer. On December 8 Mr. Ainsborough's report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. D. A. Paterson of Montreal, on the nomination of the employing company, and Mr. Bora Laskin

of Toronto, on the nomination of the employees concerned. At the end of the month Mr. Paterson and Mr. Laskin were conferring on the selection of a chairman.

Willard Storage Battery Company of Canada, Ltd., Toronto, Ont.—On December 6 the Minister of Labour established a Board of Conciliation to deal with a dispute between Willard Storage Battery Company of Canada, Limited, Toronto, Ont., and Local 512, United Electrical, Radio and Machine Workers of America. Mr. Wm. Dunn, Toronto, investigated the case as Conciliation Officer. On December 4 Mr. Dunn's report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. W. M. Gordon, Toronto, on the nomination of the employing company, and Miss Idele Wilson, also of Toronto, on the nomination of the employees concerned. Mr. Gordon and Miss Wilson have been requested to confer on the nomination of a chairman and third member of the Board.

Macassa Mines, Limited, Kirkland Lake, Ont.—On December 20 the Minister of Labour established a Board of Conciliation to deal with a dispute between Macassa Mines, Limited, Kirkland Lake, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union. Mr. Harold Perkins, Toronto, investigated the case as Conciliation Officer, and on December 19 his report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. Gilbert E. Jackson, Toronto, on the nomination of the employing company, and Mr. George Harris, also of Toronto, on the nomination of the employees concerned. Mr. Jackson and Mr. Harris have been requested to confer on the nomination of a chairman and third member of the Board.

Andrews Wire Works of Canada, Limited, Watford, Ont.—On December 29 the Minister of Labour established a Board of Conciliation to deal with a dispute between Andrews Wire Works of Canada, Limited, Watford, Ont., and Local 2, Federation of Industrial Workers Union. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, had investigated the case as Conciliation Officer and on December 28 his report was received recommending a Board of Conciliation. The parties concerned were requested to make nominations for membership on the Board.

Miramichi Lumber Company, Limited, Minto, N.B.—On January 4, 1945, the Minister of Labour established a Board of Conciliation to deal with a dispute between Miramichi Lumber Company, Limited, Minto, N.B., and Local 7409, United Mine Workers

of America. Mr. H. R. Pettigrove, Fredericton, N.B., investigated the case as Conciliation Officer, and on December 18 his report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. Kenneth L. Golding of Fredericton, N.B., on the nomination of the employing company, and Mr. E. A. Dinsmore, Minto, N.B., on the nomination of the employees concerned. Mr. Golding and Mr. Dinsmore have been requested to confer on the nomination of a chairman and third member of the Board.

Empire Brass Company, Ltd., & Pumps and Softeners, Ltd., London, Ont.—On December 28 the Minister of Labour established a Board of Conciliation to deal with a dispute between Empire Brass Co., Limited, & Pumps and Softeners, Ltd., London, Ont., and Local 2699, United Steelworkers of America. Mr. Harold Perkins, Industrial Relations Officer, Toronto, investigated the case as Conciliation Officer and on December 26 his report was received, recommending the establishment of a Board. The parties concerned were requested to make nominations for membership on the Board.

Agreements Facilitated by Conciliation Officers

Consumers Gas Company, Toronto, Ont.—On October 10 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, had been appointed Conciliation Officer to confer with the Consumers Gas Company, Limited, Toronto, and Local 161, International Chemical Workers Union to attempt to effect an agreement between them.

On December 4 a report was received from Mr. Nicol indicating the successful conclusion of the negotiations and the signing of an agreement.

Saguenay Quebec Telephone Company, Chicoutimi, P.Q.—On October 20 Mr. Liguori Pepin, Industrial Relations Officer, Montreal, had been appointed Conciliation Officer to confer with the Saguenay Quebec Telephone Company, Chicoutimi, P.Q., and the National Catholic Syndicate of Telephone Employees of Saguenay to attempt to effect an agreement between them.

On December 18 a report was received from Mr. Pepin indicating the successful conclusion of the negotiations and the signing of an agreement.

Northern Cartage and Contracting Company, Prince Albert, Sask.—On November 14 Mr. H. S. Johnstone, Winnipeg, had been appointed Conciliation Officer to confer with the Northern Cartage and Contracting Company, Prince Albert, Sask., and the Canadian Brotherhood of Railway Employees and

Other Transport Workers, Division 188, to attempt to effect an agreement between them.

On December 7 a report was received from Mr. Johnstone indicating the successful conclusion of the negotiations and the signing of an agreement.

Assignments of Conciliation Officers

Charlevoix-Saguenay Telephone Company, La Malbaie, P.Q.—On November 29 the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Charlevoix-Saguenay Telephone Company, La Malbaie, P.Q., and the National Catholic Syndicate of Charlevoix-East, and that there was no indication of the successful completion of an agreement.

On December 1 Mr. Liguori Pepin, Industrial Relations Officer, Montreal, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Dominion Fire Brick and Clay Products, Limited, Moose Jaw, Sask.—On December 13 the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Dominion Fire Brick and Clay Products, Limited, Moose Jaw, Sask., and the Claybank Workers Union, and that there was no indication of the successful completion of an agreement.

On December 20 Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

National Electric Manufacturing Company, Toronto, Ont.—On December 18 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the National Electric Manufacturing Company, Toronto, Ont., and Local 512, United Electrical, Radio and Machine Workers of America, and that there was no indication of the successful completion of an agreement.

On December 20 Mr. Harold Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

City of Winnipeg, Winnipeg, Man.—On December 11 the Minister of Labour was advised by the Manitoba Wartime Labour Relations Board that negotiations had been continuing for thirty days between the City of Winnipeg, Winnipeg, Man., and the Joint Council of Civic Employees, One Big Union, and that there was no indication of the successful completion of an agreement.

On December 13 Mr. Thos. Williams of the Manitoba Department of Labour was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Ford Motor Company of Canada, Limited, Windsor, Ont.—On December 4 the Minister of Labour was advised by the Ontario Labour Relations Board that there was a breakdown

in negotiations of a collective agreement between the Ford Motor Company of Canada, Limited, Windsor, Ont., and Local 200, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

On December 4 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Report of Board in Dispute between the Aluminum Company of Canada, Limited, Ile Maligne, P.Q., and the National Syndicate of Aluminum Workers of St. Joseph d'Alma, Inc.

On December 4 the Minister of Labour received the unanimous Report of the Board of Conciliation which dealt with a dispute between the Aluminum Company of Canada, Limited, Ile Maligne, P.Q., and the National Syndicate of Aluminum Workers of St. Joseph d'Alma, Inc.

The Board was under the chairmanship of the Hon. Mr. Justice A. Savard appointed by the Minister on the nomination of the other two members of the Board, Messrs. D. A. Paterson and Philippe Boily, the nominees of the company and the union respectively.

The text of the Board's report follows:—

Report of Board

Montreal, December 2, 1944.

Re: *In the matter of Wartime Labour Relations Regulations, P.C. 1003, and in the matter of Aluminium Co. of Canada Ltd., Ile Maligne, and its Employees Members of the National Syndicate of Aluminium Workers of St. Joseph d'Alma.*

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

Dear Sir:—

The Conciliation Board appointed to arbitrate the above dispute, has completed its work and begs herewith to submit its report.

Several meetings were held in Montreal and in Arvida.

The Company was represented by Mr. J. B. White, Mgr. of personnel, Mr. Radley, Mr. Adrien Boivin, Mgr. of the plant at Ile Maligne, and its counsel, Mr. Alex Prud'homme, K.C.

The members of the National Syndicate were represented by Mr. A. J. Chambers, president of the Syndicate, Mr. Rene Harmegnies, and their counsel, Mr. P. Cusson.

The plant of the Aluminium Co. of Canada, at Ile Maligne is a new one. It has been

recently put in operation, and the National Syndicate had requested that a collective agreement be signed to govern the working conditions of the employees, and the Company was willing to accede to their request.

A contract had been prepared by the National Syndicate, but the Company felt that it could not agree to all the clauses of the agreement, and more specially to the seniority clauses in the form in which they had been drafted.

The employees were asking that seniority should prevail in cases of promotions, demotions or lay-offs.

On the other hand, the Company, while it was willing to give full consideration to seniority, held the view that other factors had to be considered, such as education, ability, family responsibilities, and past experience.

Mr. Liguori Pépin, Industrial Relations Officer of your Department, was delegated to obtain a satisfactory settlement between the parties.

A joint meeting took place on July first, at the office of Mr. Adrien Boivin, Mgr. of the plant at Ile Maligne.

On July the 14th., Mr. Pépin was advised by Mr. Boivin that the Company could not accede to the demands of the Syndicate.

In his letter to Mr. Maclean, dated July 15, 1944, Mr. Pépin recommended that a Board of Conciliation be appointed to handle both issues, as they were the same in both plants, at Ile Maligne, and at Shipshaw and Chute a Caron, in so far as seniority was concerned.

Another point was also considered by Mr. Pépin, and that was the matter of the specific number of pots to be allotted with each potman. This point was not pressed, because the Company and its employees were negotiating, and since, have disposed of the matter to their mutual satisfaction.

At the first meeting which was held in Montreal, both parties were requested to submit a brief of their respective contentions.

This procedure was accepted by both sides and the issue was joined.

The final meetings were held in Arvida on September 25, 26 and 27.

Each clause of the contract was read, discussed, amended and finally both sides agreed to signing the collective agreement which is attached herewith.

The seniority clauses were fully covered and accepted by both sides.

This Board wishes to thank both the employers and the employees on the spirit of conciliation and goodwill which they have shown throughout their deliberations.

It is thankful for the assistance given by Mr. Alex. Prud'homme, K.C. counsel for the Company, and Mr. P. Cusson, counsel for the employees.

Attached, you will find draft contract which has been signed by the officials of the Company and the officials of the National Syndicate.

Yours very truly,

(Sgd.) ALFRED SAVARD,
Chairman.

(Sgd.) D. A. PATERSON,
Member.

(Sgd.) P. BOILY,
Member.

Report of Board in Dispute between the Aluminum Company of Canada, Limited, Shipshaw, Que., and the National Syndicate of Electric Power Employees of Shipshaw.

On December 4 the Minister of Labour received the unanimous Report of the Board of Conciliation which dealt with a dispute between the Aluminum Company of Canada, Limited, Shipshaw, P.Q., and the National Syndicate of Electric Power Employees of Shipshaw.

The Board was under the chairmanship of the Hon. Mr. Justice A. Savard appointed by the Minister on the nomination of the other two members of the Board, Messrs. D. A. Paterson and Philippe Boily, the nominees of the company and the union respectively.

The text of the Board's report follows:—

Report of Board

Montreal, December 2, 1944.

In the matter of Wartime Labour Relation Regulations, P. C. 1003, and in the matter of Aluminium Co. of Canada Ltd. and its employees members of the Syndicat National des Employés des Pouvoirs Electriques de Shipshaw et de Chute à Caron.

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

DEAR SIR:—

The Conciliation Board appointed to arbitrate the above dispute, has completed its work and begs herewith to submit its report.

Several meetings were held in Montreal and in Arvida.

The Company was represented by Mr. J. B. White, Mgr. of personnel, Mr. Radley, Mr. Adrien Boivin, Mgr. of the plant at Ile Maligne, and its counsel, Mr. Alex. Prud'homme, K.C.

The members of the National Syndicate were represented by Mr. A. J. Chambers, president of the Syndicate, Mr. René Harmegnies, and their counsel, Mr. P. Cusson.

The plant of the Aluminium Co. of Canada, at Shipshaw and Chute à Caron, is a new one. It has been recently put in operation, and the National Syndicate had requested that a collective agreement be signed to govern the working conditions of the employees, and the Company was willing to accede to their request.

A contract had been prepared by the National Syndicate, but the Company felt that it could not agree to all the clauses of the agreement, and more specially to the seniority clauses in the form in which they had been drafted.

The employees were asking that seniority should prevail in cases of promotions, demotions or lay-offs.

On the other hand, the Company, while it was willing to give full consideration to seniority, held the view that other factors had to be considered, such as education, ability, family responsibilities, and past experience.

Mr. Liguori Pépin, Industrial Relations Officer of your Department, was delegated to obtain a satisfactory settlement between the parties.

A joint meeting took place on July first, at the office of Mr. Adrien Boivin, Mgr. of the plant at Ile Maligne.

On July the 14th, Mr. Pépin was advised by Mr. Boivin that the Company could not accede to the demands of the Syndicate.

In his letter to Mr. Maclean, dated July 15, 1944, Mr. Pépin recommended that a Board

of Conciliation be appointed to handle both issues, as they were the same in both plants, at Ile Maligne, and at Shipshaw and Chute à Caron, in so far as seniority was concerned.

At the first meeting which was held in Montreal, both parties were requested to submit a brief of their respective contentions.

This procedure was accepted by both sides and the issue was joined.

The final meetings were held in Arvida, on September 25, 26 and 27.

Each clause of the contract was read, discussed, amended, and finally both sides agreed to signing the collective agreement which is attached herewith.

The seniority clauses were fully covered and accepted by both sides.

This Board wishes to thank both the employers and the employees on the spirit

of conciliation and goodwill which they have shown throughout their deliberations.

It is thankful for the assistance given by Mr. Alex. Prud'homme, K.C., counsel for the Company, and Mr. P. Cusson, counsel for the employees.

Attached, you will find draft contract which has been signed by the officials of the Company and the officials of the National Syndicate.

Yours very truly,

(Sgd.) ALFRED SAVARD,
Chairman.

(Sgd.) D. A. PATERSON,
Member

(Sgd.) P. BOILY,
Member.

Report of Board in Dispute between Page-Hersey Tubes, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America.

On November 20 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Page-Hersey Tubes, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America. A minority report was submitted by Mr. J. S. O. Tory and a supplementary report by Dr. H. G. Forster.

The Board was under the chairmanship of Dr. Alexander Brady, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members; and Messrs. J. S. D. Tory and the Rev. Dr. H. G. Forster, appointed on the nomination of the employer and employees respectively.

The text of the Board's report, minority report and supplementary report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and re Page-Hersey Tubes, Limited, Welland, Ontario and its employees, members of Local 523, United Electrical, Radio and Machine Workers of America.*

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

The cause of dispute in this case resembles that in the dispute between a neighbouring plant, operated by the Electro-Metallurgical Company of Canada, and the same local of the United Electrical, Radio and Machine Workers of America; namely, the demand for a union shop and check-off. Here also the original agreement between the parties was

made on May 7, 1943, and negotiations for an amended renewal of this agreement were carried on from March 21 to June 14 of the present year. There is mutual acceptance of all clauses except those submitted by the union for the introduction of a union shop and check-off.

As in the other case cited the union is strongly represented in the plant with apparently well over 85 per cent of the eligible employees. Some minor frictions have occurred between union and non-union employees, and the union again presents the argument that under the union shop it could more effectively discipline its members, and the time spent by shop stewards in developing membership could be devoted to discipline, maintenance of employee morale, and the combating of absenteeism and labour turnover. The officials emphasized the low-strike record which their organization has had since its inception as an international union in 1937, and offered this record as testimony that it is responsible and seeks to be responsible.

The company on its part is unfriendly to a union shop. It considers that the union is already strong in the plant, and that it should be content with its strength achieved by voluntary membership. It does not accept the claim of the union that its presence in the plant has improved employees' morale, insured continuous production, and reduced absenteeism. It is not yet confident that the union has the proper standards of a trade union, and it does not think that the union should be able to coerce a minority of employees in the plant to become members.

The company is anxious to see what the behaviour of the union is within the post-war period.

The purpose of the present Board is to effect conciliation in the given case rather than to prescribe any general industrial relations policy. The Board would emphasize to both parties that the primary task at the present stage in their relations is to build up mutual confidence and to achieve agreement upon the basis of this confidence. Collective bargaining between them is still of quite short duration, and it can grow strong and valuable only if both parties reflect a spirit of give and take, reaching an agreement now with the minimum of mutual irritation. It recommends, therefore, that the union should withdraw its request for the union shop and that on the other hand the company should grant a check-off, voluntary at the outset but irrevocable during the duration of the collective agreement. The Board notes from the briefs submitted that frictions have occurred in the plant over the non-payment of dues by a few union members. The check-off should bring an end to such frictions. But more important, its acceptance by the company will clearly demonstrate its genuine anxiety to go some way towards fulfilling the requests of the union for security without conceding the union shop. The Board would also recommend that the conventional maintenance-of-membership clause, requiring present members of the union to remain members during the duration of the agreement as a condition of their employment, should be included in the agreement.

The introduction to the agreement of these two clauses appears to the Board a reasonable compromise between the divergent positions adopted by the two parties, and the Board duly urge their acceptance.

All of which is respectfully submitted.

Dated at Toronto this eleventh day of November, 1944.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) HARVEY G. FORSTER.

Minority Report

Re: *Wartime Labour Relations Regulations, P.C. 1003; and re: Page-Hersey Tubes, Limited, Welland, Ontario, and its Employees, Members of Local 523, United Electrical, Radio and Machine Workers of America.*

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

As I am unable to agree with the findings and recommendations of the majority of this Board, I submit herewith a separate report.

Written briefs were filed with us by the parties, the Company being represented at the hearings of the Board by C. S. Webber, Assistant General Manager, and J. C. Adams, K.C. as Counsel. The Union was represented at the first hearing by George Harris, District Secretary, and C. R. Sullivan, Business Agent for the Local. At the second hearing Mr. C. S. Jackson appeared in place of Mr. Harris.

All of the usual arguments in connection with the issue of union security were referred to and dealt with by the parties. As this is now familiar ground, I do not attempt to deal with all of the arguments on each side, but content myself with comments on such of the arguments as led the Chairman and the other Member of the Board to a conclusion different from my own.

The majority report refers to the Union's argument that under the union shop it could more effectively discipline its members and that the time spent by shop stewards in developing membership (which admittedly is carried on in company premises and on company time if the argument is to have any validity) could be devoted to discipline, maintenance of employees' morale, combating of absenteeism and labour turnover.

There is nothing whatever in the record to indicate any foundation for the claim by the Union that it could accomplish its objectives if granted the union shop; or that it would even attempt to do so. It appears to have been forgotten entirely that the problem of maintaining discipline is an essential function of Management and that if there is any lack of discipline this situation could be quite effectively cured by Management now, given the co-operation of the Union in its present status.

Reference is also made to the low strike record of the Union, but nothing whatever is said about the fact that the Union in this case threatened to strike during the recent negotiations with the Company. The Union did not attempt to dispute this statement by the Company and it must, therefore, be taken to be an established fact. No reference is made either to the somewhat obvious fact that there has been no occasion for the Union to strike at any time since it first entered into bargaining relationship with the Company.

Even if one would be justified in assuming that under the union shop status the Union would be more competent to carry out its professed objectives of maintaining discipline, improving employee morale, absenteeism and labour turnover, I fail to see how a Board of Conciliation can logically reject the claim of the Union for the union shop status and then proceed to recommend mere mainten-

ance-of membership and voluntary check-off. It is quite obvious that neither of these recommendations will enable the Union to function in any different manner from that in which it has functioned during the past year. The Union itself stressed before this Board its claim for the complete union shop status and specifically asked that no compromise be suggested. The Union has admitted during the course of the hearing that it had no problem of dues collection and no problem arising out of defections from its membership by employees who had voluntarily joined. How then is the situation to be improved by maintenance of membership and check-off?

The parties have been dealing with each other for little more than one year. During this time the Union claims to have secured on a voluntary basis the support of approximately 92 per cent of all the employees eligible to join the Union. It has also apparently canvassed the balance of the working force and supplied to this Board a summary of the reasons why that small minority of employees had thus far failed to join the Union. Some of those reasons appeared to be quite substantial; for example, some of the employees concerned were farmers working temporarily in the plant; some were female employees who had no intention of remaining after the duration of the present acute labour shortage; while some of the older men, it was frankly admitted, were waiting to "see if the Union was here to stay".

On the whole, the circumstances of this case indicate that the Union has already achieved a membership position which is well nigh perfect and its insistence that the small minority of employees in the plant who have not yet joined its ranks should be compelled to do so is based purely and simply upon the Union's conviction that compulsory unionism should be imposed upon all employees.

The Company takes the position that it does not believe in compulsory unionism and nothing has been brought forward in this case which in my opinion would justify any change of attitude.

The issue here demonstrates that there is a difference of opinion with respect to the ultimate status of trade unions in industry. At the moment this difference appears to be irreconcilable and any suggestions that the parties merely forget about the main issue and in the meantime compromise the claim seems to me to be a most illogical procedure. If there were any practical value in the arrangements for maintenance of membership and check-off in a particular case I should be prepared to give them earnest considera-

tion; but in a case where it has been demonstrated that neither of these arrangements will assist the Union, and where the suggestion that these arrangements be put into effect merely as a compromise, I am inclined to the view that these arrangements will only emphasize the real issue between the parties and that instead of lessening friction between the Union employees and the non-Union employees, it will tend to increase it.

In a recent report to you dated November 4, 1944, I said that it may very well be that when parties are opposed in principle it is not a question of "conciliation"; certainly not a case for a "saw-off" as there may be no middle ground in such circumstances. Experience on two additional boards of conciliation had led me to the conclusion that conciliation procedure on this issue is quite futile. This Union makes no secret of the fact that its ultimate object is a full measure of union security, including union shop, maintenance of membership and involuntary check-off of union dues. In the circumstances, I cannot see that the Company should, as a matter of "conciliation" and in the absence of proof of any particular problem either as to maintaining membership or collection of dues by the Union, be asked to accept the first step in a progressive program of union security which will simply be used as the taking off point for the next higher stage of union security when this agreement next comes up for renewal.

Apparently the Union also shares my view that there is really no half-way point or middle ground in settling this issue because the concluding paragraph of its brief filed with this Board states in part as follows:—

We urge your Board to disregard the compromise element which has entered into many of the decisions of previous Boards and if for no other reason than in a spirit of bona fide and justified experimentation for the shaping of things to come grant full and unqualified union security to this Union.

My colleagues on this Board have not been prepared in the circumstances to grant the full and unqualified union security asked for by the Union but have, nevertheless, dealt with the matter on a compromise basis contrary even to the Union's request.

I should refer here, not only to the position taken by the Union during the course of the hearing, but to the position taken by my colleague who was appointed on the recommendation of the Union. He is firmly convinced that the complete union shop status should have been granted and it is quite evident that his concurrence in the majority report does not represent his actual views. During the course of our discussion he indi-

cated emphatically that if the Union did not secure a recommendation for the union shop in this instance it would nevertheless secure it by other means, which included references to physical compulsion. In addition he made it quite clear that in his considered opinion not more than one out of every 50 men who hold executive positions had succeeded on grounds of merit. If these and similar ideas are harboured in the minds of union leaders and the representatives which they put forward on Boards of Conciliation, then this constitutes in my opinion an additional ground why the Company should not be expected to enter into or agree to any compromise arrangement designed to make this Union more secure.

Personally, I feel it is impossible to build up mutual confidence and to achieve agreement upon the basis of such confidence as referred to in the report of the majority so long as one side to the dispute, through its representatives holds such views.

As you are aware, I have now served on a number of conciliation boards. At the outset I was inclined to the view that on the issue of union security, conciliation boards should attempt to find the solution to the dispute by recommending an arrangement somewhat less than that requested by the Union and somewhat more than that which the Company was prepared to grant. I am now convinced, however, that such a procedure is wholly futile so far as this issue is concerned, and I am convinced that no useful purpose can or will be served by establishing boards of conciliation to deal with disputes of this nature where honest differences of opinion prevail between the parties on a question of principle, as is the case here.

Accordingly, I beg to report, sir, that the parties here hold honest opinions on matters of principle which cannot be reconciled or conciliated by any halfway measure. I recommend that the Union drop its claim for union shop and check-off and that the parties carry on under the existing arrangements.

Report of Board in Dispute between Electro-Metallurgical Company of Canada, Limited, Welland, Ont., and Local 523, United Electrical, Radio & Machine Workers of America.

On November 20 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Electro-Metallurgical Company of Canada, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America. A minority report was submitted by Mr. J. S. D. Tory and a supplementary report by Dr. H. G. Forster.

I wish to add, however, that what I have said above with respect to the futility of conciliation in cases where the parties hold different views on the principles involved do not apply to other matters, such as hours of work, seniority, grievance procedure and other terms and conditions of employment of that nature.

All of which is respectfully submitted this 16th day of November, 1944.

(Sgd.) J. S. D. TORY,
Member.

Supplementary Report

Re: Wartime Labour Relations Regulations P.C. 1003 and Page-Hersey Tubes, Ltd., Welland, Ontario and its Employees Members of Local 523, United Electrical, Radio and Machine Workers of America.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

I regret that the Company's nominee on this Board has seen fit in his minority report to make direct reference to what he alleges to be my personal views on a variety of matters, and has attempted to use this in his argument.

Inasmuch as this reference is a gross misrepresentation of my views or any views I expressed during the meetings of the Board, it follows therefore that his argument on this ground has no validity.

I am forced to make this additional report because owing to the delay in the presentation of the minority report the majority report was completed and forwarded to you before a copy of the minority report was available to other members.

Respectfully yours,

(Sgd.) HARVEY G. FORSTER,
Member.

The Board was under the chairmanship of Dr. Alexander Brady, Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. J. S. D. Tory and the Rev. Dr. H. G. Forster, appointed on the nomination of the employer and employees respectively.

The text of the Board's report, minority report and supplementary report follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and re United Electrical, Radio and Machine Workers of America, Local 523, and Electro-Metallurgical Company of Canada, Limited, Welland, Ontario.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The cause of dispute in this case is found in the request of the Union for the introduction of the union shop and check-off clauses in the Agreement at present under negotiation. The original agreement between the parties was made on May 7, 1943, and provided for modification. Negotiations for an amended agreement were carried on from April of the present year to June 14, and the parties are in agreement on the new clauses proposed by the union to cover the union shop and check-off.

The two parties have presented in detail their respective cases before the Board. The union, which claims to represent well over seventy-five per cent of the eligible employees, emphasizes that without the union shop it is handicapped in disciplining or controlling its members and that frictions, injurious to smooth labour relations, occur between union and non-union employees. It is responsible for an agreement covering all employees, but cannot discipline those outside its membership. Much energy of its officials is at present devoted to maintaining membership whereas it could, under a union shop, be devoted to improving working morale and increasing production. An important undercurrent in the attitude of the union is fear for the future. Prior to the outbreak of war in 1939 the company employed about 490 wage-earners while to-day, due to war contracts, it employs about 1,500. Any drastic contraction in the number of workers, owing to reduced war orders, might have sweeping effects upon the membership of the union. Hence, like many other contemporary unions, it naturally seeks as much security as possible, and looks to the union shop as the most effective device for obtaining it. The labour turn-over in the plant is set forth as another circumstance to justify a union shop. The union circulated authorization cards among its members in the plant, and a strong vote was reflected for union shop and check-off.

The company on its part opposes the request of the union on the ground that the union shop and check-off are illegal in terms

of P.C. 1003. In addition it is opposed to provisions in a collective agreement which exert compulsion upon any of its employees to join the union. Underlying its stand in opposition to compulsory unionism within the plant is the scarcely disguised fear that under the union shop it might have to deal with a body irresponsible simply because it was secure.

Thus on both sides, as is often the case where collective bargaining is of relatively short duration, the element of fear is the cause of the present disagreement. The union is afraid that the company may seize the opportunity, when the demand for labour is less urgent, either to break the union or to pay little attention to its bargaining power. On the side of the company there is fear that the union may proceed from one disturbing demand to another with little regard to the manner whereby these demands will embarrass management. There is plainly no remedy for this condition of mutual fear except a frank readiness of both parties to place more trust in each other. Such trust may be expressed in and promoted by a moderation of the demands made, and a readiness on the other side to accept the moderated demands.

Genuine collective bargaining, in consonance with the essential principles of a democratic state, must reflect a spirit of give and take. It is obvious that it can grow sturdy and effective only where compromise is present. It must seek agreement with the minimum of mutual irritation. To this type of collective bargaining there is little alternative except harsh industrial struggle or a highly rigid prescription of industrial relationships by the state, under which both employers and employees would lose much of their present free decision.

The Board would recommend that, in view of the short period of collective bargaining between the parties, the union should reduce its request in order to demonstrate its trust and that on the other hand the Company should depart from its rigid opposition to any union security provisions whatever. More concretely the Board would recommend that a maintenance-of-membership clause should be introduced to apply to the existing employees who are members of the union and new employees who may become members, and that there should be a check-off, voluntary at the outset but irrevocable during the duration of the annual agreement. These recommendations avoid, as a concession to the company, any compulsion of employees who at present are non-union members and also any compulsion of new employees to join the union. In the case of these two categories

of employees the union would continue to depend upon the traditional arts of persuasion in the recruitment of members.

The Board notes that the company in its brief lays prime emphasis upon the claim that recommendations for a union shop and check-off would run counter to the law in P.C. 1003 itself because a union shop and a check-off are aids to a union and affect the power of the employer to discharge employees. The Board takes the simple stand that it is not called upon to decide the legality of either provision under P.C. 1003 to make the union shop and check-off illegal, and, if it is wrong in that assumption, it seeks a fresh directive from the Government.

In conclusion the Board wishes to point out to both parties that, during the year of the next agreement between them, a period of transition from war to peace may begin, and new and acute industrial strains may be felt. An abundance of mutual trust between the parties will be imperative in order to cope effectively with these strains. It urges a compromise in the present instance as concrete evidence of such trust now and for the year ahead.

All of which is respectfully submitted.

Dated at Toronto this 11th day of November, 1944.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) HARVEY G. FORSTER.

Minority Report

Re: Wartime Labour Relations Regulations, P.C. 1003; and re Electro Metallurgical Company of Canada, Limited, Welland, Ontario, and its Employees, Members of Local 523, United Electrical, Radio and Machine Workers of America.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

As I am unable to agree with the findings and recommendations of the majority of this Board, I submit herewith a separate report.

Written briefs were filed with us by the parties, the Company being represented at the hearings of the Board by the Honourable Salter A. Hayden, K.C. and W. R. West, as Counsel, and by Messrs. Deitch, Sager and Taylor. The Union was represented at the first hearing by Mr. George Harris, District Secretary, and Mr. C. R. Sullivan, Business Agent for the Local. At the second hearing Mr. C. S. Jackson appeared in place of Mr. Harris.

The issue in this case was the same as in the Page-Hersey* case, which was heard on the

same days, and the extensive arguments put forward by the Union in that case were incorporated by reference in its brief filed in this case. The dispute concerns the Union's claim for the inclusion in the first renewal of an existing collective bargaining agreement dated May 7, 1943, of provisions for a union shop and check-off. Under the existing agreement the Company recognizes the Union as the sole and exclusive bargaining agency for all employees on the hourly payroll at its Welland plant except certain designated occupations and does not wish to concede the Union's claim, which is now in dispute.

As in the Page-Hersey case, all of the usual arguments in connection with the issue of union security were put forward and dealt with by the parties. In addition, however, the Company in this case based its objections to the Union's claim upon the legal aspects of the issues in dispute, contending that, if settled in favour of the Union, they were illegal under the Wartime Labour Relations Regulations P.C. 1003 and contrary to the National Selective Service Civilian Regulations, P.C. 246. The majority report notes this fact and takes the simple stand that it is not called upon to decide the legal question but assumes that it was not the broad intention of P.C. 1003 to make the union shop and check-off illegal and that if that assumption is wrong, a fresh directive from the Government is sought.

I agree only to the extent that it is probably not the function of a Board of Conciliation, the members of which have accepted appointment under P.C. 1003, to question the legality of any findings or recommendations that they may make by way of conciliation; and as suggested by the Company, the matter may have to be determined elsewhere.

In view of my own conclusions with respect to the matters before the Board, I am not in any way embarrassed by the question of legality; but having regard to the findings and recommendations of the majority report, I think the Company is entitled to have its carefully prepared argument on this issue brought to the attention of the proper authorities for consideration and determination.

Without quoting, but merely referring to, the detailed provisions of P.C. 1003, the Company's argument may be summarized by saying that Section 4 (1) grants the right to an employee to be a member of a trade union but does not take away his right to refrain from joining a union. Reading that provision with Section 19 (2) (b), which provides that no employer shall impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Regulations, the Company

* See page 44.

contains that the right of an employee not to join a trade union cannot be abrogated by an employer.

The Company's argument further submits that any form of compulsory unionism constitutes support to a trade union in contravention of Section 19 (1), as does the check-off of union dues, while the obligation imposed on an employer under the usual forms of closed shop, union shop or maintenance-of-membership affects the right of an employer to discharge employees as provided by Section 19 (2), it being nowhere "otherwise . . . expressly stated" in the Regulations that an employer is authorized to discharge an employee for failing to belong to a union, to join a union or to maintain membership therein.

It is also argued by the Company that Section 20 (1) in no way authorizes the employer to include in a collective agreement any provision for financial or other support of a trade union, the proviso to that section not over-riding the prohibition contained in Section 19 above referred to.

The Company's argument under the National Selective Service Civilian Regulations P.C. 246 proceeds on the basis that the Company is a "designated establishment" thereunder, and that as a consequence it is not free to discharge employees even for misconduct, nor are its employees free voluntarily to terminate their employment. The Company refers to Section 202 (A) (4) (a) and (b) and to Section 209 of those Regulations, and submits that in the result compulsory unionism in any of its forms is contrary thereto.

As mentioned above, I do not propose in the circumstances to pass any opinion on these questions but recommend, in view of the frequency with which the whole question of legality or illegality of various forms of union security has been raised, that a final determination of this aspect of the matter would be of assistance to all Boards of Conciliation which are or may be called upon to deal with it.

I do not propose to deal with all the familiar arguments for and against union security which were discussed by the parties but, as in the Page-Hersey case, feel that I should comment on such of the arguments as led the Chairman and the other member of the Board herein to a conclusion different from my own.

The Company takes the position that it does not believe in any form of compulsory unionism and, as in the Page-Hersey case, nothing has been brought forward in this case which would justify any change of attitude on its part. The issue here demonstrates that

there is an honest difference of opinion between the parties with respect to the ultimate status of trade unions in industry. At the moment this difference appears to be irreconcilable and any suggestion that the parties merely forget about the main issue and in the meantime compromise the claim seems to me to be a wholly unwarranted procedure. If there were any practical value in the arrangements for maintenance-of-membership and check-off in a particular case I should be prepared to give them earnest consideration; but in a case where it has been demonstrated that neither of these arrangements will assist the Union, and where the suggestion is made that these arrangements are put into effect merely as compromise, I am inclined to the view that this would serve only to emphasize the real issue between the parties and that instead of lessening the friction between union and non-union employees, it would only tend to increase it.

As I have previously said, it may very well be that when parties are opposed in principle it is not a question of "conciliation"; certainly not a case for a "saw-off", as there may be no middle ground in such circumstances. Growing experience as a member of Boards of Conciliation has led me to the conclusion that conciliation procedure on the issue of union security is quite futile. The Union makes no secret of the fact that its ultimate object is a full measure of union security, including union shop, maintenance of membership and involuntary check-off of union dues. In the circumstances, I cannot see that the Company should, as a matter of "conciliation", and in the absence of proof of any particular problem either as to maintenance of membership or collection of dues by the Union, be asked to accept the first step in a progressive program of union security which will simply be used as a spring-board to jump to the next higher stage of union security when the agreement between the parties is again the subject of negotiations for renewal.

The Union's argument that under the union shop it can more effectively discipline its members, and that the time spent by shop stewards in developing membership and collecting union dues (which activities are admittedly carried on in Company premises and on Company time) could be devoted to discipline, maintenance of employee morale and combatting absenteeism and labour turnover, overlooks entirely that the problem of maintaining discipline is essentially a function of Management and that if there is any lack of discipline this situation could be quite effectively cured by Management now, given the co-operation of the Union in its present status; and there is nothing whatever in the

record to indicate any foundation for the claim by the Union that it could accomplish its objectives if granted the union shop, or that it would even attempt to do so.

The Union has admitted and proudly asserted during the course of the hearing that it had no problem of dues collection nor loss of membership, and I am unable to see how the recommendation of the majority of this Board for the inclusion in the renewal agreement of the provisions for maintenance of membership and check-off will improve the situation; on the contrary, I am convinced that "freezing" in membership employees who have voluntarily joined the Union will only aggravate any problem which might exist between union and non-union employees.

The Union's argument and the report of the majority emphasize the fear of the Union that unless it is made "secure" the Company may free itself from collective bargaining undertakings in the future. I think it is a complete answer to this argument that so long as a majority of the Company's employees support the Union voluntarily and wish it to represent them for purposes of collective bargaining with the Company, the latter is obliged by law, if for no other reason, to recognize and deal with the Union. The Company submits that its record in dealing with the Union is one that will stand the closest scrutiny and will show that at no time has it engaged in any combat tending to interfere in any way with any of the rights of the Union or of its members, or of any other employees in the plant; but on the contrary, it voluntarily entered into a contractual relationship with the Union when there was no law requiring it to do so. I think there is no ground for the Union's apprehensions in this regard and that the Company's sincerity cannot be brought into question on the record as it stands.

In my opinion, it by no means follows that the refusal of an employer to agree to provisions for a union shop, maintenance of membership and check-off amounts to a negation of collective bargaining. Genuine collective bargaining can and does exist without any necessity for agreement on these particular items, which are merely the subject of collective bargaining. The Union's insistence that agreement by the employer to union security provisions is the acid test of the latter's bona fides in his approach to collective bargaining, and that to withhold union security is the equivalent of withholding full acceptance of collective bargaining, simply confuses the issue.

In putting itself forward as a collective bargaining agency a union voluntarily assumes

certain risks of lack of support and it seems to me quite inconsistent for a union, after being accorded full recognition by the Company as the exclusive bargaining agency for its employees in a designated unit, and after having entered into an agreement on behalf of all the employees, to expect the Company to solve any problems of non-support which it has voluntarily assumed, or to say that it cannot effectively carry out the obligations of the agreement which it has voluntarily entered into unless the Company takes steps to make the union "secure". To the extent that trade unions win the voluntary support of the employees they will be secure and will have no problem on that score; to the extent that they fail to win such support they are in no worse position than any other organization which offers a service to any section of the public.

In my report in the Page-Hersey case I referred also to the position taken by my colleague who was appointed on the recommendation of the Union and who occupies the same position as a member of this Board. He is firmly convinced that the complete union shop status should have been granted and I am satisfied that his concurrence in the majority report does not represent his actual views. It is unnecessary and undesirable that I should repeat this attitude toward the steps which might be taken by union members to compel adherence to the Union by non-members, nor to his opinion of business executives generally who have devoted their lives and best efforts to attaining the positions which they occupy. It is sufficient for me to say that the millenium will never be reached in industrial relations while such views are held by those responsible for the conduct of Labour's case; and by this I do not mean to convey that my colleague's views on these matters are typical of all representatives of Labour, nor that Labour leadership is the only one at fault in appraising the motives and merits of the other side.

I beg to report, sir, that the parties in this case hold honest differences of opinion on matters of principle which cannot be reconciled or conciliated by any half-way measure and that in such circumstances no useful purpose can or will be served by Boards of Conciliation. I recommend, therefore, that the Union drop its claim for union shop and check-off, and that the parties carry on under the existing arrangements.

I wish to add, however, that what I have said above with respect to the futility of conciliation in cases where the parties hold different views on the principles involved, does not apply to other matters, such as hours of work, seniority, grievance procedure and other

terms and conditions of employment of that nature.

All of which is respectfully submitted this 16th day of November, 1944.

(Sgd.) J. S. D. TORRY,
Member.

Supplementary Report

Re: *Wartime Labour Relations Regulations, P.C. 1003; and Electro Metallurgical Company of Canada, Limited, Welland, Ontario, and its Employees, Members of Local 523, United Electrical, Radio and Machine Workers of America.*

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

I regret that the Company's nominee on this Board has seen fit in his minority report

to make direct reference to what he alleges to be my personal views on a variety of matters, and has attempted to use this in his argument.

Inasmuch as this reference is a gross misrepresentation of my views or any views I expressed during the meetings of the Board, it follows therefore that his argument on this ground has no validity.

I am forced to make this additional report because owing to the delay in the presentation of the minority report the majority report was completed and forwarded to you before a copy of the minority report was available to other members.

Respectfully yours,

(Sgd.) HARVEY G. FORSTER,
Member.

Report of Board in Dispute between the Corporation of the Township of York Hydro System, Toronto, Ont., and the Canadian Electrical Trades Union, Branch No. 1

On December 16 the Minister of Labour received the unanimous Report of the Board of Conciliation which dealt with a dispute between the Corporation of the Township of York Hydro System, Toronto, and the Canadian Electrical Trades Union, Branch No. 1.

The Board was under the chairmanship of Dr. Alexander Brady, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members; and Messrs. J. D. McNish, K.C., and Drummond Wren, also of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003 and Township of York Hydro System, Toronto, Ontario, and the Canadian Electrical Trades Union, Branch No. 1.*

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established to deal with the above dispute begs to submit its report.

This dispute arises out of various requests submitted by the Canadian Electrical Trades Union, recognised as the bargaining agent, to York Township with respect to conditions of employment in the Hydro System of the Township. In a number of instances York Township decided that it could not satisfy the requests, with the result that the parties

failed to renew their agreement, and the present Board of Conciliation was appointed to effect conciliation between them. The Board duly held meetings with representatives of the parties and endeavoured to bring them into agreement on as many as possible of the fourteen points on which they previously disagreed. In these discussions the Township was represented by Mr. Howard Hall, K.C., Township Clerk and Solicitor and by Mr. McClymont, Manager of the Township Hydro. The Union was represented by a number of its officials and in particular by Mr. T. F. Stevenson, Business Secretary. As a result of these discussions the parties agreed on three disputed points which may be listed but need not be described in detail. Agreement was reached concerning:

- (1) An extra payment which may be made to employees who left the service or went on leave of absence since January 1, 1944.
- (2) The rate of pay for Mr. A. Keast, line foreman.
- (3) The clauses which shall apply to the classification already approved respecting new employees and employees transferred from one classification to another.

The Board wishes to make recommendations concerning those matters on which agreement was not reached as a result of its conciliatory efforts.

(1) *Cost-of-Living Bonus*

The Union has requested that the girls on the staff should be paid a cost-of-living bonus

of \$3.35 per week or 13.4 per cent according to their rate of wages, and that the cost-of-living bonus be added to and form part of the wages paid to all Hydro employees.

At present the girls in the Hydro Office receive the same cost-of-living bonus as that paid to the other employees of the municipality outside the Hydro System; namely, the rate of \$3.35 per week for married men and others who are the sole support of a household and \$1.85 per week in the case of single employees. In York Township hydro is considered a municipal service directly under the Township rather than under a distinct commission. Payment of a cost-of-living bonus is not obligatory for a municipal body, but the Township council has voluntarily paid the bonus noted above.

The Board does not recommend compliance with the request of the Union to pay an increased cost-of-living bonus to the twenty-six girls in the Hydro office unless the same bonus was also paid to the forty odd girls in the other departments of the municipality. The payment to the girls in one department would involve discrimination which, if it was attempted, would likely breed unrest and friction in the general municipal office. Whether an increased bonus should be paid to all female employees in the municipality is a matter for the Council to decide after considering all the pertinent circumstances. It may be noted that the bonus now paid by the Township corresponds rather closely to that paid by the city of Toronto:

	Married	
	Single	or those with
	Persons	dependents
The Township rate...	\$1 85	\$3 35
The Toronto rate....	2 00	3 25

The other request of the Union that the cost-of-living bonus be added to and form part of the wages payable to all Hydro employees is less important than at first might appear. The Township council is paying the bonus voluntarily because it recognizes that the cost of living has gone up during the war years, and the bonus is necessary to help the workers maintain their standards of living. We may assume that the Township will continue to pay the bonus unless a profound change occurred in prices and general costs, the type of change which would also affect wages. Unlike private industry it is not obligated under P.C. 9384 to make the bonus a part of the wages paid to employees. But on the other hand it is not prevented from doing so. Political units in general were exempt from the requirement in P.C. 9384

because the government which drafted the order was anxious to avoid interfering with the discretion of a body elected by the people for the payment of wages to its employees. This discretion of the municipal body remains intact. The council of the Township of York is free, if it deems fit, to make the cost-of-living bonus a part of the wage, and the Board sees no substantial reason to recommend for or against such action. It is hardly of major importance whether the payment is called a bonus or a part of a wage. It may perhaps be easier to withdraw a bonus than to reduce a wage, and hence the employees would prefer to make the change from a bonus to an increased wage. But on the other hand, if prices should rise, an increase in the bonus could more promptly be made than an increase in wages, mainly because the bonus is looked upon as a payment which should be adjusted to prices. It may be noted that the city of Toronto has not added the cost-of-living bonus to the wages of its employees.

(2) Pension and Insurance

The Union requests that the Township include a provision in the agreement designed to establish for all Hydro employees a municipal Hydro-Electric Pension and Insurance Plan from the date of their employment. The Council takes the view that a pension plan must embrace more than merely one group of employees and that it is not a suitable matter for inclusion in an agreement between the Township and the Union.

The Board accepts the view of the Council that the request for a Pension and Insurance Plan is not suitable for inclusion in the agreement, but strongly recommends to the Council that it should develop at the earliest opportunity a comprehensive plan of pensions and insurance for all its employees. Such a plan would make employment with the Township more attractive, and would add substantially to the contentment of Township employees.

(3) Credit for Previous Employment

The present regulations of the Township Hydro provide that "all employees who came direct from the Toronto Hydro will be credited with their years of service with that organization as far as sick pay, accidents and vacations are concerned."

The Union requests that this clause be amended to read that "all employees who came direct from the Toronto Hydro Electric System and any other Department of the Municipality of the Township of York, will be credited with their years of service with these organizations as far as sick pay, accidents and vacations are concerned."

The Board of Conciliation wish to support the request of the Union in this matter for equal treatment of the employees who came from other departments of the municipality along with those who came from the Toronto Hydro. The number of men actually involved is small, and the additional expense to the Township in sick pay at the more liberal Hydro rate is not likely to be large. In any case the additional expense is warranted in order to remove a just sense of grievance among the few men affected. Equality of treatment among men doing the same kind of work in close contact with one another is essential for the maintenance of morale among the employees.

(4) *Week-end Trouble Clause*

The Union has requested that an additional paragraph be added under this heading to read as follows:

"In each Trouble Crew of two men at least one will be receiving Class AA Lineman's rate, and the other not less than Class A Lineman's rate."

The Board recommends the adoption of this amendment. The additional cost to the Township in wages is negligible.

(5) *Claim of pay for work stoppage*

A stoppage of work occurred for some hours on May 30, 1944, when employees were dissatisfied with the decision of the manager as to the composition of a Trouble Crew. During this stoppage the employees provided for what might be deemed necessary services to the consumers by taking all telephone calls, bill payments and trouble calls. As a consequence of this service the Union asks that the employees who participated in the stoppage of work should be paid for the period of the stoppage, which in the case of some employees covered 3½ hours and in the case of others 4½.

The Board cannot recommend the acceptance of this request by the Union.

(6) *Maintenance of Union membership*

The Union wishes to have incorporated in the agreement the following provision:

"It is agreed that all present members of the Union must retain their membership. Any present employees who are not new members but become members must retain their membership. All future employees, as a term of their employment, must become members of the Union within six months of the date of their employment for the term of this and any subsequent agreements."

In considering this request for a maintenance-of-membership clause it is significant to note that almost one hundred per cent of the em-

ployees of the York Township Hydro are now enrolled in the Canadian Electrical Trades Union. The Board of Conciliation is convinced that it is in the public interest of the Township to assist the Union in maintaining membership. Where membership of the Union is secure, all the many frictions which often occur between Union and non-union men in the same employment are avoided, no suspicion can arise that there has been discrimination by management between Union and non-Union workers, and it removes any temptation from Union leaders to whip up employee grievances in order to insure a wider interest in the Union. In brief a maintenance-of-membership clause would help to stabilize the Union, and hence assist it in becoming a permanent business agent for the employees in bargaining with the Township. The Union is democratically organized, and at general meetings all members have an opportunity to express their views on union policies. The compulsory element in membership has, therefore, its compensation in that the employees have the opportunity to influence the action of their bargaining unit, an opportunity which is of course denied to them if they are not members of the Union. In the discussions before the Board, the representatives of the Township thought that the proposal for maintenance of membership should not be considered until it was first adopted by the Toronto Hydro Electric System. But the Board believes that if the principle involved is sound, there is no reason why the Township of York should delay in implementing it. Indeed the ready action of the Township ahead of other bodies would win it extra confidence from the body of employees. In brief the Board of Conciliation recommends that the Township incorporate a maintenance-of-membership clause in the agreement. The Board of Conciliation recommends that the clause under the heading "maintenance of membership" should read as follows: "It is agreed that all present members of the Union must retain their membership. Any present employees who are not now members but become members must retain their membership, and any future employees who become members of the Union must retain their membership."

(7) *The salaries of general office employees*

The issue in this matter pertains to the method of applying a classification for the office staff. The Township adopted a classification for the female staff in the municipality, including the Hydro System, providing for annual rate increases which are to commence on January 1, 1945. The Township has filed with the Board its salary scheme involving

increases which the Township is prepared to make effective as from January 1, 1944. The Union, however, is not satisfied with the method of applying the classification. It contends that the time-period in the classification for purposes of determining the wage increases should date from the day of employment where employees have not changed their classification or where classifications have changed since employment, they should be dated from the day of such change. The Union, in other words, rejects the plan that the increases on the basis of classification should all be made effective as from the fixed date of January 1, 1944.

The Board is fully in agreement that the Township has taken an excellent step in introducing a classification for its office staff. But it is not unanimous as to the method of dating the classification for purposes of wage increases. Mr. Wren thinks that the request of the Union is sound, and that it conforms with the classification systems commonly introduced in industrial concerns. He recommends that levels of wages for the employees should be immediately introduced in accordance with the length of time of the employees in the different classifications. On the other hand, Mr. McNish and the chairman think that it is best for the Township to proceed with the implementing of their present plan of wage schedules. Any attempt to reopen the issue of wages now would involve considerable delays and might jeopardize the whole classification scheme. They note, moreover, that the employees in the office have usually had steady increases in wages, and are not the victims of an obvious injustice.

(8) *Dispute over Bicknell Clerks Work Hours*

The issue here consists in the request of the Union that the employees in question should be allowed time off for the eight statutory holidays at the period of their annual vacation or at some other period suitable to both parties.

The Board recommends in regard to these clerks that the times off for statutory holidays,

equal to seven and a half (7½) working days, be allowed at the period of their annual vacation or at some other period suitable to both parties provided that all accrued time off, if not taken at the period of the annual vacation, shall be taken all at one time.

(9) *Equal pay for equal work*

The Union requests that Miss M. Doughton who was appointed to perform a man's work in the meter testing department at \$20 per week plus cost-of-living bonus should receive the bonus at the same rate formerly paid to an unmarried man in this position; namely, at 13.4 per cent. To refuse the Union request in this instance is to discriminate between the pay given to a woman in performing the same work formerly performed by an unmarried man who has gone on military service.

The Board recommends that the principle of equal pay for equal work should be respected in this instance, and that Miss M. Doughton should be granted a cost-of-living bonus at the rate of 13.4 per cent as long as she performs the work required in the meter testing department. The Board would emphasize that this recommendation does not justify a request from the other female employees that they should have the 13.4 per cent rate. Miss Doughton is entitled to it purely because of the man's position which she fills while the former employee is on military service.

(10) *Pre-arranged overtime re holidays*

The Union has requested that the provision in the agreement respecting pre-arranged overtime should be amended so that only 44 hours pre-arranged overtime should be worked in any year without pay instead of 88 hours as at present.

The Board of Conciliation recommends the adoption of this request as reasonable.

All of which is respectfully submitted.

Signed in Toronto, December 11, 1944.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) J. D. McNISH,
(Sgd.) DRUMMOND WREN.

Report of Board in Dispute between the Steel Company of Canada (Hamilton and Ontario Works) Hamilton, Ont., and Local 1005, United Steelworkers of America.

On December 16 the Minister of Labour received the unanimous Report of the Board of Conciliation which dealt with a dispute between the Steel Company of Canada, Limited (Hamilton and Ontario Works), Hamilton, Ont., and Local 1005, United Steelworkers of America.

The Board was under the chairmanship of Dr. Cecil A. Wright, Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. John J. Robinette and Drummond Wren, also of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: *Wartime Labour Regulations, P.C. 1003, and re Dispute Between Steel Company of Canada, Limited (Hamilton and Ontario Works) Hamilton, Ontario, and United Steelworkers of America, Local 1005.*

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

The Board of Conciliation appointed by you pursuant to s. 13 of P.C. 1003 begs to report as follows:

At a meeting of the Board held at Toronto on November 9, counsel for the Company and the Union attending, at the request and with the consent of both parties further proceedings were postponed until November 27th, on which day and the following day, the Board sat in the Court House, Hamilton, Ontario to hear the representations of the parties. At the public hearings the Company was represented by R. A. Gillies, Works Manager, A. L. Lott, Manager of Industrial Relations and G. R. Munnoch, K.C., as counsel. The Union was represented by T. W. McClure, President of Local 1005, Roy Aindow, Field Representative of the United Steelworkers and F. Andrew Brewin, as Counsel.

THE FACTS

The present dispute arises from a failure to agree on certain matters in the course of negotiating a first collective agreement at the Hamilton Works of the Company. The Union was certified as the collective bargaining agency for the hourly and production employees of the Company, excluding brickmasons, by an order of Mackay J., April 6, 1944, under the provisions of the Ontario Collective Bargaining Act. By virtue of P.C. 2301 (1944) the officers of the Union are, therefore, the bargaining representatives under P.C. 1003. The eligible employees on whose behalf, as such representatives, the present agreement is being negotiated, are in the neighbourhood of 4500. The certification was made following a vote directed by the Court in the course of proceedings for certification by the Union, contested by the Company, and in which the Independent Steel Workers Association appeared as intervener. The list of those eligible to vote contained 4463 names. 3781 ballots were cast, of which, after rejecting spoiled ballots, some 3743 were counted by the Registrar. In a three way vote (a) for the present Local of the

United Steelworkers, (b) for the Independent Steelworkers Association, (c) for neither, the results were 2461 for the present Union; 889 for the Independent Union; 393 for neither.

It is clear, therefore, that the present Union has a mandate from an overwhelming majority of the employees to conclude a collective agreement. The Company laid great emphasis on the fact that this particular Union could not be said to be representative of the employees "in the full sense of the word," since, so it was urged, it did not represent a sufficiently large group of employees who were willing to show "loyalty" to the Union by the regular payment of Union dues. The Union quite frankly admitted that at the time of the vote for certification proceedings its paid-up membership totalled only 259. The all-time high for paid-up membership on the Union's figures was in January, 1943, when it stood at 771. At the present time the paid up members, according to the Union, number 373.

Other figures, for other significant periods in the struggle of the present Union for recognition by the Company, were put before the Board by the Union. From them the Board was invited to infer that the low paid-up membership was due to a sense of "frustration" among the employees due to the continued opposition of the Company to the present Union. That the Company "did not welcome the present Union with open arms" was freely admitted by the Company at the hearing, and we think it fair to say that up to the certification order the Company opposed the present Union. Indeed, this is impliedly admitted by the Company which suggested that its "opposition" should have served as a rallying point for the Union on the theory that "movements are promoted by opposition."

We see no useful purpose in pursuing this line of inquiry, nor in speculating on the number of possible reasons that might exist for the low paid-up membership figures in a plant of this size and with a vote so overwhelmingly pro-Union. Nor do we believe that any useful purpose can be served in recapitulating the story of this Union's struggle for recognition, which can be found in the judgment of Mackay J., dated January 10, 1944. That the Company's opposition to this Union may have had something to do with the decrease from 771 paid-up members in 1942, the time when the Union elected its representatives to the Works Council, to the low figure of 170 in September 1943, following the Company's refusal to recognize the Union or hold a vote in the plant, followed by the formation in May, 1943 of the Stelco Employees Association, supplanted in June 1943 by the

Independent Steelworkers Association, is a reasonable possibility. So also is the inherent difficulty of organization in a plant covering some 340 acres, working in three daily shifts, and subject to the Company's restrictions, to be later referred to, against engaging "in Union activities" on the Company's premises.

While the past relations between the parties must of necessity furnish the background against which a Board such as this must view the respective claims of the parties in the course of negotiating an agreement, it is chiefly concerned with the future. Both parties have entered in good faith on negotiations for a collective agreement following the certification order. Some fourteen meetings have been held in the course of these negotiations, and many difficult matters have been agreed upon. Some eight points only were placed before this Board as matters on which the parties could not agree. In a plant as large as this, and considering the strongly held, and openly expressed, views of both parties over a period of more than five years, and bearing in mind that the Company sincerely believed the former system of regulating employer-employee relations to be superior to that in which the Union has an equally sincere belief to the contrary, it should be a matter of gratification that so much progress has been made.

It became evident in the course of the proceedings before this Board that conciliation of the points in dispute was impossible. In that event, the position which a Board of Conciliation should take is not easy to state. No principles have been laid down anywhere for the guidance of Boards in making recommendations. All that is possible is for a Board to consider what it, being divorced from personal participation in, but with knowledge of past differences, considers to be a reasonable basis for concluding an agreement for the future. To the extent that a Board is composed of members nominated by Company and the Union, within the Board itself an opportunity is presented for negotiations in miniature. We are pleased to be able to report that the recommendations of this Board are unanimous.

Before dealing with these recommendations it may be of assistance to state the basic principles on which the Board was able to reach an agreement. Granted that the Union has the mandate of a large majority of employees to conclude an agreement with the Company, as it has, on the evidence, in the present case, the Board assumed as fundamental that neither party should so act, or stipulate, as to impede the successful operation of a collective agreement. P.C. 1003, which contemplates the conclusion of a col-

lective agreement, must be understood as meaning an agreement in which a bargaining agency or representatives can truly act for all employees during the life of the agreement. This involves allowing for considerable freedom in conducting matters of concern to the employees under the agreement. It follows, therefore, that no unnecessary impediment should be placed in the way of a Union's freedom of action—even, or especially, a Union with which an employer may in many respects, not be in sympathy. To do so would be to deny the wishes of the majority of employees with respect to their method of dealing with employer-employee relations.

At the same time, however, a right to bargain collectively on behalf of all employees does not of itself confer, nor should it be used by a Union merely as a means of compelling a reluctant employer to support or encourage the growth of Union strength, particularly where there is any suggestion of reluctance on the part of a considerable number of employees. It is quite possible that employees may wish a Union to represent them without such employees becoming members of the Union. Whether or not employees wish to become members of the Union is not, and should not be primarily the concern of the employer.

In the present dispute it was clear that the Union felt that the Company was insisting on some provisions which would make an increase in their membership difficult or impossible and which would seriously impede the Union in acting as bargaining representative. The Union, therefore, asked for provisions, which, in its view would help to make its position secure and indicate Company co-operation towards that end. The Company interpreted some of the Union's claims as an indication that the Union wished Company support to increase Union membership. One thing is clear. The Union has been chosen to represent the employees. The Company cannot reasonably deny that it should permit the Union to prove that the employees were right or wrong in entrusting their bargaining rights to the Union. The employees, apart from the Union, have that right, and it is with the rights of the employees in mind, rather than with the rights of the existing small percentage of Union member employees that this Board approached the matters presented to it for recommendation.

MAINTENANCE OF MEMBERSHIP

The Union asked for, and the Company refused, the inclusion of the following clause in the agreement:

In order to secure the increased production which will result from harmony between em-

ployees and the Company and in the interests of increased co-operation between the Union and the management of the Company, which cannot exist without a stable and responsible Union, the parties hereto agree as follows:— All employees who, fifteen days after the execution of this agreement, are members of the Union in good standing and those employees who may hereafter become members of the Union, shall, during the lifetime of this agreement, remain members of the Union in good standing.

This clause is one to which the Company objects on the ground that it should not be called upon to "nourish" Union support. As the claim of the Union to represent employees is, in the present case, based almost entirely on the support of employees who are not members in good standing of the Union, it is a little difficult to understand how the Union's position as bargaining representative can be made more "stable" and the Union more "responsible" by compelling some 373 employees out of 4,500 to remain members of a Union as a condition of continued employment. Whatever the situation might be if a majority of employees were members of the Union, in which case the Union could be said to have asked for this provision on behalf of such majority, it would seem clear that the Union received no mandate as a result of certification to require the Company to discharge a few hundred employees if they failed to keep up membership. It may be true that in one sense the existing members are asking for this self-imposed condition and from the point of view of logic alone it may be said they should not be denied their request. Presumably, however, the Union looks forward to obtaining future members whose consent has not yet been so given. In any event, to ask in a first agreement that "good standing" in a Union as yet untried in this plant, and one whose conditions of "good standing" are consequently an unknown factor to this Company, be made a condition of employment does not commend itself to this Board, and it is accordingly recommended that the Union withdraw its request for inclusion of this clause.

CHECK-OFF

The Union requested that the Company agree to the following clause regarding check-off, and the Company refused:

The Company shall, upon receipt of written authorization from each or any of the said employees, deduct dues at the rate of 50c per bi-weekly pay period, excepting the 13th and 26th bi-weekly pay periods of the year and shall remit same promptly to the Financial Secretary of the Union.

As voluntary check-off can be, and has been considered, as not unlike an ordinary assignment of wages, it has on several occasions been recommended as a gesture of co-operation by the Company and as a means of relieving the bargaining agency from the task of collecting dues, thus permitting the Union to use time that might be thus occupied for the better advancing of the interests of the employees whom it represents. Viewed in this way it could only be treated as the individual requests of some 373 employees out of 4,500. So far as this Board knows there may be now, or in the future, other groups or Unions in the plant, the individual members of which might, as individuals, request the same privilege. We cannot see that merely, because the individuals concerned are members of the Union which represents all employees, a benefit to one Union should be given in this way that would be denied, and strenuously opposed, by the bargaining agency.

It would be solely as a convenience to the present Union, therefore, that the check-off could be seriously urged in the present case. The nominee of the Union on this Board strongly urged on the other two members the desirability of the Company accepting the slight inconvenience involved in making an additional deduction to those already made from employees' pay, as a gesture of co-operation to the present bargaining agency, which admittedly, must face serious difficulties in collecting dues in a plant as large as the present. The majority of the Board felt, however, that they could not recommend that the Company make a change in its bookkeeping system in favour of such a small group, and that while it might be a gesture of good will, in view of the more important concessions which, in the interest of successful collective bargaining the Board was asking the Company to make, and in view of the fact that practically the Union's real problem for the future was in obtaining more members, the Union should, at the present time in any event, withdraw its request for this clause. As an indication of successful conciliation it is a satisfaction to report that with a view to a unanimous report and in the hope of a concluded agreement between the parties, the nominee of the Union concurs in this recommendation, which is, therefore, unanimous.

RECOGNITION

Under this heading, the Company proposed that the following clause should be included:

The Union agrees that neither it, nor any of its officers or members will intimidate or coerce employees into membership in the Union. It further agrees not to solicit membership, collect

dues, hold meetings or engage in any Union activities on the Company premises. Violation of the foregoing shall be just cause for discharge or other discipline by the Company.

The Union, while willing to agree to a clause prohibiting Union activity during an employee's working hours, objected to a clause which would prevent employees from discussing matters of concern to them while on their own time.

The Company frankly admitted that the proposed clause was intentionally drawn in the widest possible form so as to exclude all reference to or mention of the Union by employees while on Company premises. Considering that the premises of the Company are so large—some 340 acres—and that some employees must walk twenty minutes from the time they enter the gates of the Company until they reach the locker room, it is apparent that employees must spend considerable of their own time, apart from working hours, on the Company premises.

To attempt to impose restrictions so severe as those suggested by the Company seems to us an impossibility. Even if it were possible, such interference with the individual freedom of employees seems difficult to justify. The Union is now a recognized part of the present industrial enterprise in the sense that it has been chosen by a majority of employees to represent their interests and this choice has been confirmed by law. It is this fact which prevents any analogy being drawn between the Company's policy of preventing "canvassers" or "drives" of all kinds on the premises, and preventing a bargaining agency from carrying on its normal activities, or even being discussed on those premises. We fail to see how a Company can demand that some matters affecting the employees' interests may not be discussed between them, for example where the Union is involved, and yet permit discussions where other matters, for example, management, may be involved.

We readily concede that the Company may insist on prohibiting Union activities during an employee's working hours. We can also appreciate the fact that with three shifts in the plant an employee on his own time should not engage in Union activities which would interfere with other employees on Company time. We think, however, that this can be dealt with by agreement in such a way as to allow employees and Union officials a maximum of individual liberty while preserving efficient working conditions.

The Board therefore recommends that the proposed clause be amended to conform with these views. No objection is taken by either party to the first sentence regarding intimidat-

tion or coercion, which we believe can stand alone. Both parties are also agreed that no meetings of the Union be held on Company premises. This also can stand alone. In place of the remaining part of the clause we recommend something similar to the following:

No employee or Union official shall solicit members, collect dues or engage in any Union activity during his working hours or on Company time, save as expressly provided by this agreement; nor shall any employee or Union official solicit members, collect dues or engage in any Union activity on Company premises in such manner, place or time as to interfere with other employees during the working hours of the latter, save as expressly provided by this agreement. Violation of the foregoing shall be just cause for discipline by the Company.

GRIEVANCES

While the parties have agreed on their grievance procedure, two clauses of general application are in dispute. The Company requested the inclusion of the following clause, which the Union was unwilling to accept:

There shall be no solicitation of grievances by any grievance committee men or any other officer or member of the Union, or agent of the Union. Any grievance which has been solicited may not be presented under the grievance procedure set forth above.

As collective bargaining is designed to afford to the weak individual the benefit of collective strength, through the medium of a bargaining agency or representatives, insistence on a clause of this nature appears to us completely opposed to that principle. We believe that it is the proper function of a bargaining representative to discover whether any grievance of an employee exists which, in the interest of the individual employee or of the group of employees should be brought to the attention of management. To leave the whole initiative to an individual would be to frustrate the whole object of collective representation. The Board therefore recommends that the Company withdraw this clause.

The other clause which the Company requested, and which the Union refused, is, at present, in the draft agreement under the heading "Recognition". It reads as follows:

Nothing in the agreement shall be construed to limit or take away the right of the individual employee to present grievances directly to the representatives of the Company.

While, as will appear, the Board does not disagree with the principle of preserving individual freedom of action in connection with grievances, the interpretation which the Company places on this clause gives rise to a question of fundamental importance in

collective bargaining. The Company's intention is to permit the presentation and settlement of grievance by an individual completely apart from any participation by the Union. We believe that this ignores or oversimplifies the true nature of a grievance.

Every grievance while in one sense an individual matter is, in another sense, of equal concern to the body of employees as a whole. It will not infrequently involve an interpretation of the collective agreement itself. Even when it does not, every employee in the industry has a real interest in the dispute since each of them may, at some later date, be involved in a similar dispute.

An individual should not be prevented from submitting or discussing his own grievance with his employer. In the Ontario Collective Bargaining Act of 1943 this right of an individual was expressly reserved by s. 23. It is likewise preserved in a proviso to s. 9(a) of the United States Labour Relations Act. Both sections state, in language very similar to the clause put forward by the Company, that "any individual employee... shall have the right at any time to present grievances to his employer." We believe that this right should be preserved and that a Union is wrong in attempting to oust completely such individual presentation and discussion. At the same time, we believe, that for an employer to insist on an individual presentation of a grievance completely apart from, and in the absence of a representative of the collective bargaining agency, is as much opposed to the principle of collective bargaining as would be individual bargaining concerning working conditions. What is required is a recognition that both the individual and the collective bargaining agency have rights of participation in the settlement of grievances. The two are not inconsistent but complementary. If a grievance is of a type which the collective bargaining agency feels to be of general concern to all the workers, it should not be left to "the whim or weakness of an individual worker." On the other hand an individual should, at every stage of the grievance procedure, have a right to appear and discuss his own personal grievance. No grievance can be deemed satisfactorily settled unless there has been an opportunity for both the bargaining representative, the individual, and the employer to reach an agreement. Such is the interpretation which has been placed on the respective claims of the individual employee and the collective bargaining agency under the National Labour Regulations Act (see Boudin, *The National War Labour Board* (1944), 43 Michigan Law

Review 329 at pp. 371-73) and such we believe to be the attitude which should be adopted here.

The grievance procedure as agreed upon in the present case provides for presentation of grievances after "Step No. 1", only by Union officials. We believe that, to carry into effect, the principles mentioned, all that is needed is an additional clause being added to the grievance procedure, somewhat to the following effect:

Nothing herein shall prevent an individual employee from presenting and discussing his grievance at any stage, but this shall be in addition to and not in substitution for the procedure for the adjustment of disputes in this agreement.

The Board recommends that the Company's request in this connection be modified and clarified accordingly.

SENIORITY

The Union made a request that the crane men be continued, as they had been until this year, as a separate department and not included as members of other departments in the plant. Its argument was based on the fact that the operation of cranes involved a separate skill and, therefore, promotions should be made from crane to crane, rather than from within a given department to a crane and on, in that department, to other positions. Even admitting the strength of the Union's argument regarding separate skill, the Union did not question either the good faith of the Company or the statement of the Company officers that the present system was customary in steel plants, and was adopted because it created a greater sense of responsibility in participation in the work of the department in which the crane operated. This Board, on the evidence before it, can not, therefore, recommend that the Company's practice be changed, and it accordingly recommends that the Union withdraw this request.

WAGES: HOURS OF WORK: VACATIONS WITH PAY

There can be no doubt that questions of wages, hours of work, and vacations with pay, constitute, in normal times the essence of matters with which collective bargaining should be primarily concerned. This is, indeed, contemplated by the definition of "collective agreement" in s. 2 (1) (d) of P.C. 1003. Further, this Board agrees with the view expressed by the Company that a collective agreement, the chief purpose of which is the attaining and maintaining of peaceful and stable industrial relations within the industry, should

deal with this matter of vital concern to employer and employee alike. At the present time, however, on all these matters there is no complete freedom of collective bargaining inasmuch as it is admitted that the National War Labour Board and the provincial Regional War Labour Boards are not only entitled to disregard any agreement that might be reached by the parties on any or all of these matters but also any possible agreement involving a rise upwards in existing wages is expressly forbidden by the provisions of s. 10 (4) of P.C. 1003 unless the approval of the appropriate War Labour Board has first been obtained.

The Company urges that existing wage regulations merely limit collective bargaining on these topics and do not exclude it. With this contention the Board is inclined to agree. Had the parties actually bargained concerning all the basic rates, classifications, hours of work etc., and reached a comprehensive agreement on all of these points, so that a joint application to an appropriate War Labour Board for approval could have been made, the rates, hours etc., to the extent approved, should, we believe, be incorporated in an existing agreement and made binding on both parties for the duration of the agreement subject to any general order of an appropriate authority affecting all industry or this particular industry. If, as a result of comprehensive bargaining on rates, hours, etc., a general agreement could not be reached, some method involving either a survey by an independent body or person might be agreed upon, each party undertaking, subject to approval of an appropriate Board to accept the result, or the parties might otherwise have agreed on some wage rates etc., on which joint application would be made, some on which the employees might apply with the company contesting and some on which no change was thought desirable or necessary by either party.

Any of these methods involve true negotiation and bargaining within the permissible limits. This Board believes that the parties should, in their mutual interest, adopt some such method of permissible bargaining, obtain the approval of an appropriate Board and incorporate in detail the rates, hours etc., as approved, in a collective agreement.

The clauses put before this Board, however, are of an entirely different nature. As to wages, the Company desired the inclusion of a clause in the agreement to the effect that

the Company agrees to pay and the Union agrees to accept during the life of the agreement the scale of wages now in effect, subject to any general order affecting the Company in respect to wages that may be made under due authority by the

National War Labour Board, the Regional War Labour Board, or the Government of Canada.

Such a clause would compel the bargaining agency to accept existing rates and prevent it, for the duration of the agreement, from making future applications to an appropriate Board. We do not express any opinion as to the legality of an agreement depriving a person of his right to apply for an order to "rectify" what might be "a gross inequality or gross injustice" (P.C. 9384, s. 20 (1) (a)). The clause advanced by the Company, however, eliminates any collective bargaining on rates within the limits we have mentioned. We do not know whether any discussions of general or specific wage rates have taken place between the parties; nor are we in any position to say whether existing wage rates in any particular classification are "unjust" or "inequal"; nor is such our province. Being in such a position we cannot recommend the acceptance by the Union of such a clause put forward by the Company.

We do, however, suggest that the parties negotiate on wage rates generally with a view to their inclusion in a schedule to the agreement when approved following such negotiations, and when so negotiated and approved we would recommend their acceptance by the Union for the duration of the agreement. Pending such general settlement we believe that a collective agreement should be signed between the parties either omitting all reference to this question, or, in the alternative, a clause might be inserted by which the parties agree on a general survey or negotiations looking towards the establishment of an approved schedule of rates for all classifications, such survey or negotiations to be completed within a certain time, during which limited time, the Union agrees to accept the wages now in effect (subject to any general order). If the latter course were adopted, at the end of the stated period (or conclusion of negotiations) joint or individual applications could be made for approval to the appropriate Board and the rates so approved should by agreement be accepted as binding by both sides for the duration of the agreement. Either of these methods insures an opportunity for collective bargaining within the limits open at the present time. The clause as presented by the Company precludes such bargaining.

Somewhat similar remarks are applicable to the question of hours of work. The Company insists on the present hours being agreed to by the Union. Again, this Board is in no position to express any views as to the fairness or otherwise of those hours, nor is it part of this Board's functions. The utmost this

Board could do, even if it had evidence before it, which it has not, on which it felt a change in hours was justified, would be to recommend a joint application to an appropriate War Labour Board. In the absence of any evidence this Board can only recommend that, for the time being, the clause as proposed by the Company be omitted from the agreement altogether, leaving the matter entirely open to the appropriate War Labour Board. In the alternative the Board suggests that the question of hours of work might be made part of an agreed general negotiation or survey of wages and hours, the results to be included, when approved, in the agreement, both parties binding themselves thereto for the duration of the agreement. Pending the conclusion of such negotiations within a stated time we think the parties might agree to abide by the existing system.

As to vacations with pay, the Union at present has an appeal pending to National War Labour Board from a dismissal of its application to the Regional War Labour Board for two weeks vacation with pay after five years of service. The Company has requested the inclusion of a clause in the agreement by which the Union accepts the present practice of allowing two weeks vacation with pay after twenty-five years service. This Board does not feel that it is proper to ask the Union to accept a clause at the present time which would affect its right to carry on this appeal. Nor will this Board speculate as to the decision which the National War Labour Board may render. We would therefore recommend that the request of the Company be withdrawn for the present and the collective agreement signed without reference to this matter. If, on appeal, the National Board refuses to authorize or direct a change, the Union will be found by the existing practice in any event, and we see no reason why a clause should be inserted to that effect in the agreement since any such clause should, we believe, be stated to be subject to any change of policy on the part of the National War Labour Board or any general direction or change of law affecting the Company. With bargaining between the parties limited as it is, such exceptions are, we believe only fair to a Union and the employees it represents. If, on the other hand, the Board directs a change in the vacation plan, a clause is unnecessary. If it merely authorizes a change, without directing it, this Board fails to see how it could recommend what the National Board did not direct. In any eventuality therefore, this Board feels that the clause requested by Company should be wholly omitted from the agreement. If, and

when, wages and hours of work are, as a result of general bargaining, included in the agreement, a statement of the Company's vacation plan within the limits approved by the appropriate Board might also be included.

We have dealt with these clauses at some length because the parties at the hearing refused to withdraw them from the consideration of this Board and leave the questions involved to be determined under the existing regulations concerning wages, and because we felt that we should express our unanimous opinion that the signing of a collective agreement on matters where unfettered collective bargaining has full scope should not be withheld because of failure to agree on clauses purporting to limit even further the field already circumscribed by governmental regulation. We have suggested methods by which, within those circumscribed limits, such measure of stability for the employer and opportunity for the employee to bargain may be fairly and reasonably obtained as war-time conditions permit.

Our formal recommendation is, therefore, that the Company's clause and the Union's counter proposals on wages, hours of work and vacations with pay be withdrawn and a collective agreement be signed excluding, for the present, these items. The alternatives discussed, leading to an agreement to accept rates of pay, hours of work, etc., set out in full and after complete negotiation, are put forward as suggestions rather than as recommendations.

RECOMMENDATIONS

This Board accordingly recommends:

- (1) That the Union withdraw its request for inclusion of a maintenance of membership clause;
- (2) That the Union withdraw its request for the inclusion of a voluntary check-off clause;
- (3) That the Company withdraw its present clause forbidding Union activity on Company premises, and agree to a clause similar to that suggested, which would prevent Union activities on Company time or in a manner which would interfere with employees on Company time;
- (4) That the Company withdraw its clause regarding "solicited" grievances; that the grievance procedure be amended to provide for an individual employee's right to participate in the settlement of grievances, as suggested by the Company, but in addition to, and not in

substitution for, the Union's right to present and participate in such settlement;

- (5) That the Union withdraw its request for the establishment of cranimen's seniority rights on a separate departmental basis;
- (6) That the present agreement be signed without binding either party to existing wage rates, hours of work, vacations with pay, but that these matters be the subject of negotiation on a comprehensive scale, and that when so settled and approved by the appropriate

Labour Board, they be incorporated in the agreement, as binding on both parties, as suggested in this report.

All of which is respectfully submitted.

Dated at Toronto this fourteenth day of December 1944.

(Sgd.) CECIL A. WRIGHT,
Chairman.

(Sgd.) JOHN J. ROBINETTE,
Member.

(Sgd.) DRUMMOND WREN,
Member.

Conciliation Work of the Industrial Relations Branch During December, 1944

Activities Under the Conciliation and Labour Act and Other Legislation

DURING the month of December, officers of the Industrial Relations Branch were called upon to handle 30 industrial disputes or controversial situations involving 5,095 workpeople employed in 74 different establishments. Of these 21 were new disputes which originated during the month, while 9 were situations which had been untermi- nated as of November 30, and received further attention in December. They were dealt with under the provisions of the Conciliation and Labour Act, being distinct from and in addition to Conciliation proceedings under the Wartime Labour Relations Regulations described on previous pages, and under Order in Council P.C. 4020.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING AND SMELTING, ETC.:	
Coal Mining	2
Metal Mining	3
MANUFACTURING:	
Vegetable Foods	2
Metal Products	11
Tobacco and Liquor	1
Wood Products, Miscellaneous.....	2
Shipbuilding	5
Rubber Products	1
TRANSPORTATION:	
Miscellaneous	1
TRADE	1
SERVICE:	
Business and Personal.....	1
NATURE OF DISPUTE OR SITUATION:	
Strike or Lockout.....	5
Threatened strike	2
Controversies	18
Arbitrations	5
PREDOMINANT CAUSE OR OBJECT:	
Increase in wages.....	2
Other causes affecting wages and working conditions	3
Employment of Union Members Only (including employment of members of only one union).....	1
Discharge of workers for union membership or activity.....	10
To secure or maintain union wages and working conditions	2
Other union Questions.....	1
Discharge of workers for other than union activity	6
Unfair practices	1
Unclassified	4
DISPOSITION:	
Strike terminated by mediation.....	4
Threatened Strike averted by mediation.	2
Decision rendered in arbitration.....	4
I.D.I.C. appointed under P.C. 4020....	6
Dispute lapsed; no further action necessary	4
Referred to Provincial authorities.....	1
Other Disposition	3
Disposition Pending	6

RESULTS:

In favour of employees.....	4
In favour of employer.....	8
Compromise or partially successful.....	3
Indefinite or unterminated.....	9
Not known	6

METHOD OF SETTLEMENT:

Conciliation or mediation.....	10
Direct negotiations	4
Arbitration	4
Administrative action	2
Investigation Only	1
Settlement Pending	9

Brief summaries of a few of the cases of chief interest are given below:—

Metal Products Workers, Windsor, Ont.—

When the Kelsey Wheel Company of Windsor, Ont., dismissed thirteen employees for the reason that they had engaged in a slowdown, a strike of all the workers in the plant occurred on December 20, 1944. About 496 workpeople were involved. The employees, who were for the most part members of Local 195, International Union, United Automobile, Aircraft and Agricultural Implementation Workers of America, decided by a unanimous vote not to return to work until the dismissed employees were reinstated. The background of the alleged slowdown, the existence of which the Union denied, was a dispute over production standards for the pressing of a certain wheel which was required in large numbers by other war plants in the vicinity. The situation was first investigated by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, when a solution was not reached, Mr. Louis Fine, Chief Conciliation Officer for Ontario, intervened as mediator. On December 29 a settlement was reached and signed by all parties under which all employees of the Company as of December 20 were to return to work without discrimination, and to agree to make every possible effort to reach the production standards required of them by the Company. It was also agreed that both Company and Union representatives would meet for the purpose of deciding upon a mutually satisfactory standard of production, and that if agreement could not be reached, the Minister of Labour for Canada would appoint a representative of a recognized firm of industrial engineers to determine the proper production standards. Both sides undertook that such decision would be final and binding. Work was resumed on the night shift of December 29.

*Electrical Apparatus Workers, St. Catharines, Ont.—*Reference was made in the December issue of the LABOUR GAZETTE (page 1509) to the appointment of His Honour Judge J. J. Coughlin of Windsor, Ont., as an Industrial Disputes Inquiry Commissioner to investigate charges that two employees of the Packard Electric Company, Limited, of St. Catharines, Ont., were dismissed for the reason that they

were members of and working on behalf of the United Electrical, Radio and Machine Workers of America. The investigation took place at St. Catharines during December, a large number of witnesses being heard. The findings of the Commissioner, as reported to the Minister of Labour late in December, were that the discharge of the two employees was because of their part in an illegal strike, and that they were not dismissed or discriminated against for the reason of their union membership or activity. Unlike the majority of the workers, the two employees had not complied with the condition laid down by the Company for resumption of work and were, therefore, not excused for their participation in the strike.

*Bakery Workers, Toronto, Ont.—*Late in November, the Department was asked to appoint an Industrial Disputes Inquiry Commissioner under Order in Council P.C. 4020 to investigate the dismissal of an employee of the Canada Bread Company, Limited, Toronto, Ont. The complaint was laid by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers. As the industry was one which normally comes within the exclusive jurisdiction of the provincial authorities, the matter was referred to the Department of Labour for Ontario, following which the Provincial Minister of Labour requested the Minister of Labour for Canada to appoint an Industrial Disputes Inquiry Commissioner. A preliminary investigation was conducted by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont. On December 4 the Minister of Labour appointed His Honour Judge W. T. Robb of Orangeville, Ont., as an Industrial Disputes Inquiry Commissioner. The findings of the Commissioner were that the employee in question was not dismissed because of union membership and activity.

*Wood Factory Workers, Meaford, Ont.—*In the December issue of the LABOUR GAZETTE (page 1508) reference was made of the appointment of His Honour Judge J. G. Harvie of Barrie, Ont., as an Industrial Disputes Inquiry Commissioner to investigate a complaint that four employees of the Knight Manufacturing and Lumbering Company of Meaford, Ont., had been dismissed because of union activity and membership in the Woodworkers Local Union No. 8 of the Canadian Congress of Labour. The Commissioner found that the dismissals were due to necessary re-organization of the plant because of the scrapping of certain obsolete machinery and installation of new equipment and the closing down of one department because of shortage of materials. He therefore dismissed the charges that the workmen were dismissed because of union membership and activity.

Strikes and Lockouts in Canada during December, 1944

DURING the month of December, 1944, strike activity in Canada continued at a low level. The number of strikes, the number of workers involved and the time loss in man-working days were all somewhat higher than in the previous month but showed decided decreases as compared with December, 1943. Preliminary figures show 11 strikes recorded for December, 1944, with 2,273 workers involved and a time loss of 11,484 man-working days, as compared with 10 strikes in November, involving 1,456 workers, with a time loss of

4,357 days. The figures for December, 1943, show 22 strikes, with 35,227 workers involved and a time loss of 52,350 days.

Preliminary figures for 1944 show a total of 189 strikes, involving 77,698 workers, with a time loss of 501,765 man-working days. Comparative figures for 1943 show 402 strikes, with 218,404 workers involved and a time loss of 1,041,198 days.

Two strikes, involving 140 workers were carried over from November and nine commenced during December. Of these 11 strikes,

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO DECEMBER, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1944					
*January.....	26†	26	8,140†	8,140	23,408
*February.....	17	19	8,740	8,785	39,868
*March.....	11	13	1,635	1,680	3,080
*April.....	10	10	14,923	14,923	126,609
*May.....	24	25	12,043	26,043	128,422
*June.....	22	23	5,840	5,975	9,491
*July.....	20	21	9,354	9,696	25,968
*August.....	21	25	8,525	12,771	121,343
*September.....	9	9	1,034	1,034	800
*October.....	12	12	4,157	4,157	6,935
*November.....	8	10	1,174	1,456	4,357
*December.....	9	11	2,133	2,273	11,484
Cumulative totals.....	189		77,698		501,765
1943					
January.....	33†	33	19,860†	19,860	166,715
February.....	27	31	2,611	5,239	24,301
March.....	25	27	16,688	16,993	30,822
April.....	35	37	32,292	32,496	103,936
May.....	35	40	7,210	15,306	47,229
June.....	53	59	21,765	23,321	142,917
July.....	33	39	14,205	15,679	65,632
August.....	46	50	35,346	35,645	240,493
September.....	35	38	9,797	10,305	37,598
October.....	36	38	6,092	6,361	25,639
November.....	24	28	17,489	18,172	103,566
December.....	20	22	35,049	35,227	52,350
Cumulative totals.....	402		218,404		1,041,198

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December, 1944				
MANUFACTURING—				
<i>Miscellaneous Wood Products—</i>				
Wood factory workers, Meaford, Ont.	1	15	60	Commenced November 8; alleged discrimination against union members in lay-off of workers; terminated December 5; conciliation, provincial, and reference to an impartial chairman; in favour of employer.
<i>Metal Products—</i>				
Foundry workers, L'Islet Station, P.Q.	1	125	1,500	Commenced November 18; in protest against change in management; employment conditions no longer affected by December 30; return of workers; in favour of employer.
Strikes and Lockouts Commencing During December, 1944				
MINING—				
Coal miners, Robb, Alta.	1	26	550	Commenced December 5; for adjustment of contract rates on new development work; unternminated.
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Tire factory workers, Hamilton, Ont.	1	950	3,800	Commenced December 1; for adjustment of piece-work rate; terminated December 5; conciliation, provincial, and return of workers pending reference to RWLB‡; indefinite.
<i>Textiles, Clothing, etc.—</i>				
Canvas factory workers, Montreal, P.Q.	1	266	600	Commenced December 15; against dismissal of a superintendent; terminated December 18; negotiations; in favour of workers.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Victoriaville, P.Q.	1	90	360	Commenced December 6; against re-employment of a worker dismissed for absenteeism; terminated December 11; conciliation, provincial, and return of workers pending settlement; indefinite.
Sawmill workers, Slave Lake, Alta.	1	58	290	Commenced December 26; misunderstanding <i>re</i> order given by foreman; terminated December 30; conciliation, provincial; compromise.
<i>Metal Products—</i>				
Motor vehicle factory workers, Windsor, Ont.	1	(a) 45	14	Commenced December 5; against dismissal of a worker for insubordination; terminated December 5; return of workers; in favour of employer.
Metal factory workers, Windsor, Ont.	1	496	3,700	Commenced December 20; against dismissal of 13 workers for alleged slow-down; terminated December 28; conciliation, federal, and return of workers pending settlement; indefinite.
Railway car factory workers, Hamilton, Ont.	1	82	370	Commenced December 22; for reduction in quota of cars per day; terminated December 30; return of workers; in favour of employer.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Plumbers, Ottawa, Ont.	45	120	240	Commenced December 1; for renewal of agreement with clause incorporating cost-of-living bonus in basic wage rate; terminated December 4; conciliation, federal, in favour of workers.

*Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

†In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡RWLB—Regional War Labour Board.

(a) 468 indirectly affected.

two resulted in favour of the workers, four in favour of the employers, one was a compromise settlement and three were indefinite in result, work being resumed pending final settlement. At the end of the month there was one strike of coal miners at Robb, Alta., recorded as undetermined.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the Labour Gazette from month to month, bringing down to date that given in the March, 1944, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter included a table summarizing the principle statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1944, was 208 and 17 were still in progress from the previous month, making a total of 225 during the month, in which 61,500 workers were involved and at a time loss of 233,000 working days was caused.

Of the 208 work stoppages commencing in October, 23 arose out of demands for increased

wages, eight over proposed reductions in wages, 78 over other wage questions, four on questions as to working hours, 26 over questions respecting the employment of particular classes or persons, 58 on other questions respecting working arrangements, seven over questions of trade union principle and four were in support of workers involved in other stoppages.

Australia

The number of industrial disputes recorded for the first quarter of 1944 was 233, involving 71,750 workers, with a time loss of 348,158 working days. Corresponding figures for the first quarter of 1943 are 218 strikes, involving 96,955 workers with a total time loss of 275,593 working days.

United States

Preliminary figures for November, 1944, show 375 strikes beginning in the month, in which 200,000 workers were involved. The time loss for all disputes in progress during the month was 710,000 working days. Corresponding figures for October are 440 strikes, involving 220,000 workers, with a time loss of 690,000 working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

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

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

Manufacturing: Fur and Leather Products

TORONTO, ONT.—THE INDEPENDENT FURRIERS' ASSOCIATION AND THE INTERNATIONAL FUR AND LEATHER WORKERS' UNION, LOCALS 35, 40 AND 65.

Agreement to be in effect from July 10, 1944, to April 30, 1946, or until such time as a new agreement has been made. New help will be secured from the union, if available. If none available, others employed must join the union. All employees must be union members in good standing.

Hours: 8 per day, Monday to Friday, a 40-hour week.

Overtime may not extend beyond 7 o'clock during the first five days of the week. All overtime and work on Saturdays and Sundays is payable at time and one-half. Holidays: employees are entitled to be paid for eight statutory holidays, and if they work on such holidays to be paid at time and one-half in addition to the regular pay for the day.

Minimum weekly wage rates: cutters \$46 for 1st class, \$40 for 2nd class; operators and finishers (male) \$35 and \$30; operators (female) \$30 and \$25; blockers and nailers \$33 and \$28; assistant finishers and tapers \$23.

Vacation: one week with pay to employees with at least six months' service; those with less than six months' service will be given vacation but will only be paid when they complete six months' service. Equal division of work as far as this is practicable. No homework allowed; contracting and sub-contracting only with union consent and work may only be sent to a union shop. Apprentices: one apprentice allowed to 13 experienced workers. Provision is made for the settlement of disputes.

TORONTO, ONT.—INDIVIDUAL FIRMS AND THE FUR WORKERS' UNION, LOCALS 21479, 21480, 21481.

Agreement to be in effect from April 15, 1944, to April 15, 1946, and thereafter subject

to notice. Help is to be engaged through the union. If none available, others employed must join the union. All employees must be union members in good standing.

Hours: 8 per day, Monday to Friday, a 40-hour week.

Overtime permitted only in July to December, and never after 7 p.m. Monday to Friday. Overtime and all work on Saturdays and Sundays is payable at time and one-half. Holidays: employees to be paid for eight statutory holidays, and if they work on such holidays they will be paid at time and one-half in addition to the regular pay for the day.

Weekly wage rates: cutters \$40 first class, \$35 second class; operators and finishers (male) \$30 and \$25; operators and finishers (female) \$25 and \$20; blockers and nailers \$28 and \$23; assistant finishers and tapers \$18.

Vacation: the first week in August of each year is a vacation with pay, to all employees with 4 months' service or more. Equal division of work as far as practicable. No homework allowed; no contracting or sub-contracting except with the union's consent. Apprentices: no apprentices to be taken on during 1944 and 1945; ratio of apprentices is one to every 13 experienced workers. Provision is made for the settlement of disputes.

Manufacturing: Non-metallic Minerals, Chemicals, etc.

WALLACEBURG, ONT.—DOMINION GLASS CO. LTD. AND UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 25.

This agreement covers hourly and piece rate employees, with the exception of the mould makers and the skilled glass workers in the furnace department.

Agreement to be in effect from November 17, 1944, to November 16, 1945. No discrimination or coercion by the company against any employee because of membership in the union, and the union will not intimidate or coerce employees into membership.

Hours: starting and quitting time to be left to the option of the management. Work on two holidays at double time; work on two other holidays at time and one-half. At least 3 hours' pay for an emergency call. Overtime will be distributed among those normally performing the relevant work.

Provision is made for seniority rights and grievance procedure.

Transportation and Public Utilities: Electricity and Gas

TORONTO, ONT.—CONSUMERS GAS COMPANY OF TORONTO AND INTERNATIONAL CHEMICAL WORKERS UNION, LOCAL 161.

Agreement to be in effect from December 1, 1944, to November 30, 1945, and thereafter

from year to year, subject to notice. This agreement is similar to the one previously in effect with the United Gas, Coke and Chemical Workers, as summarized in the *LABOUR GAZETTE*, July, 1943, p. 988, with certain exceptions:

There is a similar maintenance of membership clause and freedom of new employees to join or not join the union, but the agreement provides that any employees who were union members at December 1, and wished to withdraw might do so between December 1 and December 15.

The cost of living bonus is incorporated into the basic wage rates. The hourly wage rates are now 10 cents per hour higher for over half of the classes mentioned in the previous wage scale and 9 cents per hour for the others; for weekly paid employees, the rate is now \$4.60 per week higher.

Trade

MONTREAL, QUEBEC.—DOMINION STORES LTD. AND THE RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION.

Agreement to be in effect from July 19, 1944, to July 18, 1945, and thereafter from year to

year, subject to notice. The company recognizes the union as the sole bargaining agent for all its employees. All employees must be union members.

Hours: stores close on Wednesday for half a day; total weekly hours for full time employees is 48 per week. However, time required to complete ordinary routine duties after store closed will not be considered overtime; this time not to exceed 15 minutes on Monday to Thursday inclusive, 30 minutes on Friday and one hour on Saturday. Overtime is payable at time and one-half; all work on Sundays and holidays, at double time. Rest periods of ten minutes twice a day are granted. Stores are closed for seven statutory holidays during the year. Vacation: one week with pay during the summer to employees who have been in continuous service at or before November 1 of the previous year; two weeks with pay to employees who have had one year's continuous service at or before November 1, of the previous year. Laundry: coats and aprons will be furnished and laundered by the employer.

Provision is made for seniority rights and for the settlement of grievances.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier Legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the repeal of one agreement and the amendment of seven others, all of which are noted below. A request for a new agreement for clerks and accountants at Jonquière was published in the *Quebec Official Gazette* December 2. Requests for amendment of the barbers' and hairdressers' agreement at Quebec, and for a new party to the tannery agree-

ment at Quebec were gazetted December 9. A request for a new party to the shoe-manufacturing agreement for the province, and a request for a new agreement for employees of religious institutions at St. Hyacinthe were gazetted December 16. A request for a new agreement for the men's and boys' clothing industry in the province was gazetted December 23.

Orders in Council were also published during December approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Construction: Buildings and Structures

PLUMBERS, ETC. THREE RIVERS

An Order in Council, dated December 1, and gazetted December 9, amends the previous Orders in Council for plumbers, steamfitters, cooling system fitters, sprinkler fitters, oxygen and electric welders, tinsmith roofers and asbestos insulation mechanics (*L.G. March*, 1940, p. 283; August, 1941, p. 1011; May, 1942, p. 631, April, 1944, p. 496).

Hours: 8-hour day, 44-hour week. Overtime: All work after 6 p.m. Monday to Friday and after noon on Saturday, and all work on nine holidays is payable at time and one-half; double time for all work on Sunday. Urgent or special work which for good reasons cannot be performed during regular working hours is payable at regular rates.

Hourly wage rates including cost-of-living bonus: Contractors (personal service) \$1 in zone I, 90 cents in zone II; senior journeymen 70 cents in zone I, 60 cents in zone II; junior journeymen 55 cents in zone I, 50 cents in zone II; apprentices in zone I and II from 21 cents in first year to 41½ cents in fourth year;

labourers 47 cents in zone I, 42 cents in zone II. Not more than one apprentice to each journeyman.

BUILDING TRADES, ST. JEROME

An Order in Council, dated December 7, and gazetted December 16, amends the previous Orders-in-Council for this industry (L.G., April, 1943, p. 490, Feb., p. 220 and previous issues as therein noted), by the substitution of a new wage scale. Territorial jurisdiction comprises: zone I, the municipalities of St. Jerome, Ste. Agathe des Monts, Terrebonne, Ste. Thérèse de Blainville, Ivry sur le Lac and all contracts in the rest of the county of \$5,000 or more; zone II the rest of the county.

Trades	Hourly rates	
	Zone I	Zone II
Carpenters-joiners	\$0.75	\$0.67
Millwrights .....	.75	.67
Weatherstrippers .....	.75	.67
Roofers (asbestos, slate and tile) .....	.75	.67
Tile setters .....	.70	.56
Cement finishers .....	.75	.63
Labourers (plasterers, bricklayers and masons' helpers) ..	.60	.50
Common Labourers .....	.50	.45
Painters .....	.70	.60
Decorators .....	.75	.63
Wall-paper hangers .....	.70	.60
Glaziers .....	.70	.60
Sprayers .....	.75	.63
Floor finishers (shop or job) ..	.70	.60
Plasterers .....	.95	.85
Lathers (metal) .....	.75	.67
Lathers (wood), "ten-test", gyproc, or any other related trade .....	.75	.67
Electricians:		
Contractors (personal services) .....	.85	.68
Journeyman .....	.80	.70
Masons (including cutters on the job) .....	.90	.75
Bricklayers .....	.95	.85
Floor finishers (hand or machine) .....	.80	.67
Roofers (composition) .....	.75	.68
Sheet metal workers (shop or job) .....	.75	.68
Tinsmith-roofers .....	.70	.60
Pipe mechanics, plumbers and steamfitters:		
Contractors (personal services) .....	.85	.68
Journeyman .....	.80	.67
Junior journeymen .....	.60	.51
Blacksmiths .....	.75	.63
Blacksmiths' helpers .....	.55	.47
Drillers (Jack hammer men) ..	.75	.63
Watermen .....	.45	.40
Steam, electric or gas mixer operators .....	.75	.63
Enginemen—steam, gasoline or electric-shovels .....	.75	.63
Stationary or portable boiler enginemen .....	.75	.63
Firemen (construction) .....	.70	.60

BUILDING TRADES, ST. HYACINTHE

An Order in Council, dated December 7 and gazetted December 16 amends the previous Orders in Council for this industry (L.G., Aug., 1940, p. 867, Dec., p. 1311, Mar., 1941, p. 334, Sept., p. 1160, Sept., 1942, p. 1097, Jan., 1943, p. 88, Feb., p. 220; Jan., 1944, p. 70.)

Hours: 9 per day, Monday to Thursday, 8 on Friday, 4 on Saturdays, a 48-hour week. Overtime is payable at time and one-half for all work over 48 hours per week.

Territorial jurisdiction comprises St. Hyacinthe, Bagot and Rouville and is divided into zones: Zone I, the town of St. Hyacinthe and municipalities of La Providence, St. Joseph, Village St. Antoine, parish of Notre Dame, (north and south shore), parish of St. Hyacinthe le Confesseur, (north and south shore); Zone II the rest of the territorial jurisdiction.

Trades	Hourly rates	
	Zone I	Zone II
Bricklayers, plasterers and masons	\$0.85	\$0.70
Stone cutters (on field) .....	.85	.70
Carpenters-joiners .....	.70	.55
Saw filers .....	.70	.55
Painters, paper hangers and glaziers .....	.65	.55
Whitewashers .....	.50	.40
Commercial letterers .....	.75	.65
Floor sanders .....	.60	.50
Electricians .....	.65	.55
Construction, maintenance and repair men on electrical and phone lines:		
By the month	110.00	110.00
By the hour .....	.65	.60
Pipe-mechanics, plumbers and steamfitters .....	.65	.55
Pipe-mechanics, plumbers, steamfitters:		
junior journeymen .....	.50	.40
Tinsmith-roofers .....	.60	.50
Cement or gypsum block layers .....	.85	.65
Artificial stone layers .....	.85	.65
Cement finishers .....	.65	.55
Lathers (wood and metal) ..	.60	.50
Labourers (unqualified workmen) .....	.50	.40
Hod carriers .....	.55	.45
Brick, mortar, terra-cotta and stone block-carriers .....	.55	.45
Mixer operators .....	.55	.45
Steam, gasoline or electric-shovel operators .....	.70	.60
Caulkers and joint pointers ..	.80	.70
Marble setters .....	.80	.70
Mortar or celanite mixers ..	.55	.45
Drillers .....	.55	.45
Millwrights .....	.50	.50
Tile and terrazzo layers .....	.80	.70
Compressor operators .....	.55	.45
Demolishers (all categories) ..	.50	.40
Truck drivers .....	.55	.45
Horse drivers .....	.50	.40
Stationary or portable enginemen, on the construction job .....	.60	.50
Firemen, on the construction job .....	.55	.45
Erectors of screens (wood or metal) sashes, windows, steel partitions .....	.65	.50
Weatherstrippers .....	.65	.50
Blacksmiths (construction) ..	.60	.50
Crane operators .....	.65	.55
Sprinklers fitters	1.02	1.02
Mastic floor layers .....	.76	.76
" " finishers .....	.58	.58
Linoleum, mureoleum or rubber layers, tile or sheet, waxers and polishers and asphalt tile layers .....	.60	.60

Trades	Hourly rates	
	Zone I	Zone II
Helpers and apprentices linoleum or rubber layers, tile or sheet, waxers and polishers, and asphalt tile layers.	.40	.40
Watchmen (by the week: 12 hours per day) .....	.35	.35
Material checkers and time keepers (by the week)	19.00	19.00

For the municipalities of Saint-Hilaire, Saint-Hilaire est and parc Otterburn, the minimum wage rates are 5 cents per hour less than zone I.

Apprentices to be paid 25 cents per hour during first year, 30 cents during second year; 40 cents in zone I and 35 cents in zone II during third year; 45 cents in zone I and 40 cents in zone II during fourth year.

Maintenance men to be paid in zone I at least \$22 per week of 55 hours, if tradesmen, and \$19 for labourers; in zone II \$19 for tradesmen and \$16 for labourers.

BUILDING TRADES, MONTREAL

An Order in Council, dated December 14, and gazetted December 23, extends the term of the previous Orders in Council for this industry (L.G., March, 1944, p. 359, July, p. 868, November, p. 1369, December, p. 1515) to March 31, 1945.

Service: Public Administration

MUNICIPAL EMPLOYEES, ST. JOSEPH d'ALMA

An Order in Council, dated December 21, and published December 23, repeals former Orders in Council for this industry (L.G., Sept., 1940, p. 972; April, 1941, p. 473).

Service: Business and Personal

BARBERS AND HAIRDRESSERS, JOLIETTE

An Order in Council, dated December 7, and gazetted December 16, amends the previous Orders in Council for this industry (L.G., January, 1944, p. 70, September, p. 1143). Hours of labour for barbers and hairdressers are reduced to 59 per week.

Another Order in Council, dated December 21, and gazetted December 30, amends the minimum prices for services.

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council, dated December 21, and gazetted December 30 amends the previous Orders in Council for this industry (L.G., Oct., 1941, p. 1426; Sept., 1942, p. 1098; April, 1943, p. 490, May, p. 639, Sept., p. 1253; Feb., 1944, p. 199, July, p. 868, Dec., p. 1515). Certain hours of labour are modified in some zones.

The scale of minimum prices is changed. There are new regulations governing apprenticeship.

Slaughtering and Meat Packing Industry in Canada

IN December, 1944, the Dominion Bureau of Statistics published a report covering a statistical analysis of the slaughtering and meat packing industry in Canada for the year 1943. This industry, which is among the ten most important in Canada, has shown a consistent and extensive expansion since the beginning of the war, especially from the points of view of the value of products sold and the cost of animals slaughtered and materials used.

The capital investment in the industry has nearly doubled since 1925 and from 1939 to 1943 it rose from \$68,660,761 to \$102,948,528. The number of employees increased from 12,765 in 1939 to 18,775 in 1943 and salaries

and wages paid from \$17,109,682 in 1939 to \$29,994,640 in 1943. The cost of animals slaughtered and materials used in 1939 was \$154,692,370. In 1943 it had risen to \$382,284,793. The value of products sold in 1939 was \$185,196,133 and in 1943 it was \$437,228,577.

With the exception of the Maritime provinces, where it is relatively small, the industry is fairly well distributed across Canada. However, the main concentration is in the provinces of Ontario and Quebec. The following table gives the number of salaried employees and wage earners, together with salaries and wages paid, by provinces, during 1943.

CANADIAN SLAUGHTERING AND MEAT PACKING INDUSTRY—EMPLOYMENT, SALARIES AND WAGES 1943

PROVINCE	SALARIED EMPLOYEES			WAGE EARNERS		
	No. of Male Em- ployees	No. of Female Em- ployees	Total Salaries	No. of Male wage- earners	No. of Female Wage- earners	Total Wages
Maritimes.....	69	24	176,823	196	76	290,286
Quebec.....	495	96	1,187,891	1,715	337	2,866,858
Ontario.....	958	381	3,130,040	3,766	947	7,276,522
Manitoba.....	400	243	1,373,211	2,187	670	4,180,677
Saskatchewan.....	244	170	595,240	1,084	240	2,043,283
Alberta.....	406	225	1,086,958	2,089	772	4,171,348
British Columbia.....	142	86	437,823	600	157	1,176,680
Total.....	2,714	1,225	7,988,986	11,637	3,199	22,005,654

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the upgrading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to November 30, 1944, the gross enrolment under Canadian Vocational Training has been as follows:—

Training for Industry.....	243,905
Army Tradesmen	45,811
Navy Tradesmen	8,682
R.C.A.F. Tradesmen	65,199
Rehabilitation (discharged persons from the forces).....	5,896
Students	7,254
Total	376,747

The training of workers for war industries is now on such a small scale that in most provinces there are very few changes in the number of trainees from month to month. Therefore, the statement in the *LABOUR GAZETTE* for this type of training will just show the Dominion summary in the future.

Training in full-time pre-employment classes has practically ceased in the four western provinces; the total enrolment in those provinces at the end of November stands at 14 and the similar enrolment in the Maritime Provinces at 37. Full-time plant schools are still carried on in Nova Scotia, New Brunswick, Quebec and Ontario. The great majority are now operating in the Province of Quebec in companies engaged in primary or secondary textile industry. The majority of the employees are women and are being trained for the making of uniforms and essential civilian clothing.

Rehabilitation Training

The enrolment of men and women in vocational training courses showed a substantial increase during the month of November and reached an all-time peak of 1,952. The total still falls very short of the number that it was expected some months ago would be in training by the end of 1944.

Additional buildings declared surplus to Army or Air Force requirements have been secured for rehabilitation training in some localities and are being adapted for training purposes. The work of equipping these buildings with machine tools and other items of equipment still progresses very slowly as comparatively few of the items required have as yet been declared surplus by the War Assets Corporation.

TABLE 1—PRE-EMPLOYMENT TRAINING IN VOCATIONAL SCHOOLS

		NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
		From April 1/44 to Nov. 30/44	At First of November	Enrolled in November	At End of November	From April 1/44 to Nov. 30/44	In Nov. (2)
<i> Dominion Summary </i>							
Pre-Employment.....	{Men	2,206	361	38	313	1,550	71
	{Women	975	225	33	146	728	104
Part-Time Classes (1).....	{Men	1,876	611	205	791		
	{Women	517	197	43	162		
Total.....		5,574	1,394	319	1,412	2,278	175

(1) Trainees in part-time classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to November 30, 1944 were not so reported until after November 1, 1944.

TABLE 2—TRAINING FOR THE ARMED FORCES IN VOCATIONAL SCHOOLS

		NUMBERS IN TRAINING				COMPLETED TRAINING	
		From April 1/44 to Nov. 30/44	At First of November	Enrolled in November	At End of November	From April 1/44 to Nov. 30/44	In November
<i> Dominion Summary </i>							
R.C.A.F. Classes.....		5,404	43	5	14	4,903	1
Army Classes.....		7,867	1,741	700	1,716	5,663	648
Navy Classes.....		1,926	529	51	470	1,388	109
Total.....		15,197	2,313	756	2,200	11,954	758

TABLE 3—TRAINING IN INDUSTRY

		NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED TO PRODUCTION BEFORE COMPLETION	
		From April 1/44 to Nov. 30/44	At First of November	Enrolled in November	At End of November	From April 1/44 to Nov. 30/44	In November	From April 1/44 to Nov. 30/44	In November
<i> Dominion Summary </i>									
Plant Schools.....	{Men	3,199	456	236	258	2,214	188	179	170
	{Women	4,925	1,073	480	936	3,466	436	129	44
Part-Time.....	{Men	1,722	558	62	602	1,001	5	8	5
	{Women	284	26	8	34	250	-	-	-
Total.....		10,130	2,113	786	1,830	6,931	629	316	219

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES

		NUMBERS IN TRAINING				PLACED IN EMPLOYMENT		TRAINED BUT NOT REPORTED PLACED		LEFT BEFORE TRAINING COMPLETED	
		From April 1/44 to Nov. 30/44	At First of November	Enrolled in November	At End of November	From April 1/44 to Nov. 30/44	(1) In November	From April 1/44 to Nov. 30/44	In November	From April 1/44 to Nov. 30/44	In November
<i> Dominion Summary </i>											
In Schools.....	{Men	2,269	959	383	1,235	524	42	107	9	387	56
	{Women	643	309	93	347	119	19	46	5	125	31
In Industry....	{Men	717	330	96	358	202	28	7	6	157	34
	{Women	25	11	3	12	7				5	2
Total.....		3,654	1,609	575	1,952	852	89	160	20	674	123

Activities of Unemployment Insurance Commission

Statistical Analysis of Insurance Activities—Report on Joint Meeting of Employment Committees—Arrears and Special Payments to Fund—Amendments to Benefit and Contribution Regulations

THE number of applications for unemployment insurance benefit continues to increase each month, as is expected during this season of the year. Recent months have, however, shown a considerable increase in the number of claims submitted over the corresponding months of last year. During November, 11,798 claims were filed in the local offices compared with 6,222 in October and 2,896 during November, 1943.

In the last six working days of November, 13,431 persons (9,324 males and 4,107 females) signed the unemployment register compared with 8,009 (5,207 males and 2,802 females) who signed during the last week in October. Persons reporting unemployed days for the purposes of the Act must sign the unemployment register once a week, so this includes current beneficiaries as well as claimants who have not yet qualified for benefit.

Of the 8,916 claims adjudicated at insurance offices during November, 7,405 were considered entitled to benefit and 1,511 not entitled to benefit. The chief reasons for non-entitlement were: "voluntarily left employment without just cause" (783 cases); "insufficient contributions and not in insurable employment" (467 cases); and "discharged for misconduct" (55 cases).

A total of 7,114 persons were paid benefit under the Unemployment Insurance Act during November, compared with 5,735 in October and 1,297 during November last year. During the current month these 7,114 persons were paid a total of \$179,001 for 95,720 compensated unemployed days. Thus, the average amount paid per beneficiary was \$25.16; the average number of days paid per beneficiary was 13.5 and the average amount paid per compensated day of unemployment was \$1.87.

In October, the 5,735 persons were paid \$132,467 for 70,552 days, or an average of \$23.10 and 12.3 days per beneficiary, and \$1.88 per compensated day of unemployment.

During November of last year, the 1,297 beneficiaries were paid \$33,584 for 19,275 days, or an average of \$25.89 and 14.9 days per beneficiary and \$1.74 per compensated day of unemployment.

National and Regional Employment Committees Hold Joint Conference

Brief reference was made in the last issue of the *LABOUR GAZETTE* to the joint meeting held by the National Employment Committee and the Prairie Regional Employment Committee at Regina on December 1 and 2, 1944. This meeting was the twenty-third held by the National Employment Committee, but the first to take place in association with one of the five Regional Committees. Its success ensures the holding of similar conjunctive meetings in the other regions as time goes on.

The meeting opened with an address by Judge W. J. Lindal, Chairman of the Prairie Regional Employment Committee, in which he referred to the important work of advisory employment committees. Judge Lindal reminded the meeting that all employment advisory committees appointed under the Unemployment Insurance Act were representative of employees and employers, as well as of agriculture, veterans, women and sometimes social services. Committees thus constituted should be able to find facts, reach conclusions, and embody them in recommendations of real value.

Mr. R. J. Tallon, Acting Chairman of the National Employment Committee, referred to the gratifying response which people across Canada had made to appeals for their cooperation in connection with the establishment and operation of employment advisory committees. The suggestions and recommendations of those Committees were of real value inasmuch as their members were in contact with the public on the one hand, and with the personnel of the local or regional offices on the other.

Committees would probably find themselves working in a wider field with the gradual disappearance or relaxation of National Selective Service restrictions, Mr. Tallon pointed out. With this in view, it was hoped that Local, Regional, and National Committees could build themselves into a strong, effective organization to carry on now and after the war.

During the meeting, which occupied the entire day on Friday, December 1, and Saturday morning, addresses were given by Mr. T. R. Walsh, Chief Enforcement Officer, Unemployment Insurance Commission; Brigadier John Lyon, Veterans' Placement Adviser, Unemployment Insurance Commission; and Mr. H. C. Hudson, Supervisor of Special Placements, Unemployment Insurance Commission. Mr. Walsh spoke on the continuation of manpower controls in the transition and postwar period. Brigadier Lyon's address concerned the rehabilitation of men and women who have served, or are still serving, in the Armed Forces of Canada. Mr. Hudson spoke on vocational guidance and handicap placement work.

In the course of his address, Mr. Walsh suggested the probable course of events in respect to manpower controls assuming that certain conditions and precedents existed.

Following his address, the meeting was thrown open for discussion and questions, during which the view was expressed that N.S.S. regulations should be lifted as they outlived their usefulness. Members discussed one or two features of the regulations which they considered were open to some criticism. It was generally felt that the operation of an efficient Employment Service was a very important factor in the successful handling of postwar employment problems.

Brigadier Lyon reviewed the procedure which was being followed in respect to placing the returned man or woman in suitable employment. A considerable discussion developed following his speech in the course of which Brigadier Lyon indicated the special treatment which was being given and would be given to members of the Armed Forces. A general preferential treatment in placement was given to all persons who had been discharged from the Forces.

Mrs. Rex Eaton, Associate Director, National Selective Service (Women's Employment) outlined for the meeting work which had been done through Selective Service Offices in the placing of women who had been in the Military Forces. Women would be given proper attention and careful placement, and an attempt would be made to follow up placements until a permanent arrangement was made.

A number of members suggested the advisability of assisting ex-servicemen who wished to start small independent business undertakings. Some training along these lines might very well be helpful.

The change in attitude toward the physically handicapped, was referred to by Mr.

Hudson who stated that his Section was endeavouring to convince employers that handicapped persons should be accepted for their abilities, not rejected for their disabilities. What a man had lost was not the important thing, but rather what he had left.

During the discussion following his speech, the importance of having trained personnel in the Special Placements Division throughout Canada, was emphasized. Mr. Hudson informed the meeting that certain of the universities are now giving courses in vocational guidance, and some of these courses were available at night so that employees could take advantage of them.

Before adjournment, the joint meeting emphasized the importance of following up recommendations made by Committees across Canada with a view to keeping the Committees advised of any action which resulted from their deliberations.

Arrears and Special Payments Added to Fund

During the month of November the sum of \$940,000 was paid to the Unemployment Insurance Fund to cover arrears of contributions in respect of Government employees who had not been insured during the first year that the Unemployment Insurance Act was in effect. This payment to the Fund was made from the War Appropriation by the Minister of Finance under authority granted by Order in Council P.C. 56/8550 of November 8, 1944.

Contributions received during November from the Department of Veterans' Affairs in respect of persons who have served in the armed forces amounted to \$53,931.54 as compared with \$39,903.89 received in October.

Benefits paid during November, 1944, amounted to \$178,138.04 as compared with \$131,706.91 for the previous month. The net increase to the Fund during November was \$9,424,153.82.

Unemployment Insurance Regulations Amended

Amendments to the unemployment insurance benefit and contribution regulations were announced by the Unemployment Insurance Commission during the autumn. These were formally ratified by Orders in Council promulgated on November 24, 1944. Essential portions of the Orders may be found on page 102 of this issue of the LABOUR GAZETTE.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed

that as at December 31, 1944, 2,947,990 employees had paid contributions to the fund since April 1, 1944, an increase of 51,159 since November 30, 1944, and 742,234 since the commencement of the current fiscal year.

As at December 31, 1944, 142,390 employers were registered as having insurable employees, an increase of 818 from November 30, 1944.

Registrations as at December 31, 1944, by regions follow:

TABLE 1—REGISTRATIONS AS AT DECEMBER 31, 1944

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,425	214,308
Quebec	39,609	888,143
Ontario	52,078	1,161,564
Prairie	25,649	418,425
Pacific	13,629	265,550
Total for Canada..	142,390	2,947,990

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO NOVEMBER, 1944

	1942	1943	1944
January.....		4,637	11,751
February.....	663	4,822	12,284
March.....	4,124	5,046	10,667
April.....	2,925	3,953	6,463
May.....	2,799	2,027	4,654
June.....	4,629	1,772	3,226
July.....	2,668	1,087	3,106
August.....	1,855	1,370	3,241
September.....	1,118	1,013	3,715
October.....	1,058	1,475	6,222
November.....	1,748	2,896	11,798
December.....	3,337	6,562	.....
Total.....	26,924	36,660	77,127

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	35	32	3	31	22	12	13
Nova Scotia.....	296	263	33	317	309	57	65
New Brunswick.....	213	179	34	172	115	32	38
Quebec.....	5,651	4,629	1,022	4,591	3,300	594	1,154
Ontario.....	1,302	1,116	186	1,165	796	236	216
Manitoba.....	901	745	156	719	507	161	244
Saskatchewan.....	364	306	58	338	273	53	26
Alberta.....	1,015	866	149	854	664	107	308
British Columbia.....	2,021	1,862	159	1,941	1,419	259	682
Total, Canada, November, 1944 ..	11,798	9,998	1,800	10,148	7,405	1,511	2,746
Total, Canada, October, 1944.....	6,222	5,032	1,190	5,653	3,950	860	1,514
Total, Canada, November, 1943 ..	2,896	2,508	368	2,389	1,610	460	712

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

Reasons for Non-Entitlement	Month of November, 1943	Month of November, 1944	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	124	467	2,271
Not capable of and not available for work.....	10	35	152
Loss of work due to a labour dispute.....	1	.....	242
Refused offer of work and neglected opportunity to work.....	13	48	747
Discharged for misconduct.....	29	55	416
Voluntarily left employment without just cause.....	262	783	4,084
Other reasons(*).....	16	123	572
Total.....	460	1,511	8,524

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

TABLE 5—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, NOVEMBER, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	27	10	434	\$ 777
Nova Scotia.....	302	151	4,390	8,001
New Brunswick.....	121	68	1,223	2,237
Quebec.....	2,406	1,438	39,406	73,173
Ontario.....	800	432	10,044	18,376
Manitoba.....	672	386	10,856	18,934
Saskatchewan.....	217	117	3,385	6,624
Alberta.....	1,385	292	8,207	15,488
British Columbia.....	1,184	731	17,775	35,391
Total, Canada, November, 1944.....	7,114	3,625	95,720	179,001
Total, Canada, October, 1944.....	5,735	2,458	70,552	132,467
Total, Canada, November, 1943.....	1,297	859	19,275	33,584

Average Duration of Unemployment Compensated..... 13.5 days.
 Average Amount of Benefit Paid per Person..... \$25.16
 Average Amount Paid per Compensated Day of Unemployment..... \$1.87

TABLE 6—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT NOVEMBER 30, 1944

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	250	59	309
Clerical Workers.....	640	1,389	2,029
Sales Workers.....	289	450	739
Service Workers.....	746	268	1,014
Agricultural Workers and Fishermen.....	27	5	32
Food Workers.....	50	173	223
Textile and Clothing Workers.....	108	46	154
Loggers.....			
Sawmill and Wood Operators.....	37		37
Printing Workers.....	26		26
Shoe and Leather Workers.....	34		34
Stone, Clay and Glass Workers.....	2		2
Electrical Workers.....	115		115
Coal Miners.....	805		805
Other Miners (except coal).....	21		21
Construction Workers (except carpenters).....	511		511
Carpenters.....	362		362
Machine Shop Workers and Operators.....	372		372
Sheet Metal Workers.....	54	24	78
Foundry, Smelter and other Metal Workers.....	484	214	698
Miscellaneous Skilled Workers.....	869	703	1,572
Automobile and Other Mechanics.....	157		157
Miscellaneous Unskilled Workers—Heavy Labour.....	1,603		1,603
Miscellaneous Unskilled Workers—Light Labour.....	1,762	776	2,538
Totals.....	9,324	4,107	13,431

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT NOVEMBER 30, 1944

	19 and less		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
Canada.....	753	693	1,752	2,082	2,292	975	1,460	249	873	66	2,194	42	9,324	4,107	13,431

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY-ONE MONTHS ENDED NOVEMBER 30, 1944

Month	REVENUE						EXPENDITURE					
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund		
Total from July to Dec. 31, 1941	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,886,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	Nil	\$ 28,410,056 33		
Total for the year ended December 31, 1942	\$ 29,869,808 09	\$ 13,065,439 53	\$ 12,159,623 40	\$ 2,220 75	\$ 55,097,086 77	\$ 11,019,417 36	\$ 1,303,097 53	\$ 67,419,601 66	\$ 349,655 94	\$ 65,480,002 05		
Total for the year ended December 31, 1943	\$ 30,872,715 97	\$ 13,368,409 03	\$ 16,107,908 83	\$ 48,892 33	\$ 60,397,926 16	\$ 12,079,585 22	\$ 3,483,839 20	\$ 75,961,350 58	\$ 929,219 33	\$ 170,512,133 30		
1944												
January	2,754,875 07	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 60	38,724 98	6,395,093 11	130,104 18	176,777,122 23		
February	2,566,727 45	1,080,287 13	1,900,406 45	6,391 30	5,684,312 49	1,006,862 48	97,765 32	6,738,970 22	309,464 53	182,613,627 92		
March	3,350,500 56	1,283,726 84	1,581,457 47	18,129 12	6,373,903 50	1,235,980 73	1,052,416 93	8,468,300 35	753,987 98	190,397,941 19		
April	2,957,008 56	873,674 59	1,487,885 87	13,459 47	4,584,724 51	976,374 89	4,465,233 54	6,528,202 54	327,182 72	196,264,091 19		
May	2,572,416 90	1,024,593 52	1,438,361 64	23,564 66	5,084,553 69	1,025,376 72	1,417,488 56	7,526,255 96	451,787 74	293,369,093 17		
June	2,684,883 79	1,068,463 52	1,484,988 48	51,796 71	5,280,182 52	1,046,036 50	208,500 00	6,574,682 87	245,232 41	209,721,631 08		
July	2,781,004 01	986,931 41	1,941,419 63	56,749 50	5,354,080 55	1,086,636 71	183,506 03	6,556,122 68	137,462 17	216,171,631 08		
August	2,641,818 29	991,131 41	1,511,417 20	51,885 50	5,176,292 89	1,038,240 50	152,872 99	6,224,122 68	107,864 17	222,388,241 35		
September	2,023,217 47	1,023,332 56	1,320,098 08	47,467 84	5,196,735 69	1,083,347 13	402,909 14	6,638,383 42	10,064 07	228,111,770 50		
October	2,786,864 45	953,631 80	1,324,744 41	40,103 89	5,305,354 55	1,051,066 91	565,469 15	6,381,800 61	151,706 91	235,711,272 20		
November	2,796,249 73	1,022,318 29	1,456,169 33	994,175 85	6,267,913 20	1,283,582 64	2,080,796 02	9,002,291 86	178,138 04	248,133,426 02		
Total	\$ 30,651,686 78	\$ 11,371,349 50	\$ 16,350,780 21	\$ 1,256,999 95	\$ 59,030,816 44	\$ 11,806,163 30	\$ 6,715,455 79	\$ 77,552,435 53	\$ 2,929,142 81	\$ 245,135,426 02		
GRAND TOTAL	\$ 105,752,411 06	\$ 42,045,561 40	\$ 49,006,504 59	\$ 1,308,187 20	\$ 198,112,634 25	\$ 39,622,526 85	\$ 11,608,283 00	\$ 249,343,444 10	\$ 4,208,018 08	\$ 245,135,426 02		

The column "Interest on Investments and Profits on Sale of Securities," represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—
Arrears of contributions received from Government Departments in November 1944..... \$940,000 00
Penalties..... 3,882 80
Contributions in respect of services in the armed forces..... 362,791 94
Miscellaneous..... 1,532 46
\$1,308,187 20

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month give the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of November as reported by employers. Moderate increases in employment and payrolls were indicated at November 1, as reported to the Dominion Bureau of Statistics by employers. The employment index rose slightly from that of the previous month, but was below that of November, 1943.

The index number of employment (based on the 1926 average as 100) was 183·8 as compared with 183·3 at October 1, 1944, and 188·7 at November 1, 1943.

The average weekly wage per employee was \$32.29, 7 cents lower than at the beginning of October, and 70 cents higher than at November 1, 1943.

The Bureau's reports come from firms employing fifteen or more employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports for November were received from 14,983 establishments with staffs aggregating 1,867,673 men and women.

Unemployment during November as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased substantially. During November, 11,798 claims were filed as compared with 6,222 during October. These figures are well above the total 2,896 claims filed during November, 1943, but below last February's maximum of 12,284.

Employment Placements during November.—An increase in placements was reported by the Employment and Selective Service

Offices of the Unemployment Insurance Commission.

Reports received from the Offices during the four-week period November 3 to November 30, 1944, showed gains in the average number of placements made daily both when compared with the previous period of five weeks duration and with the five weeks October 29 to December 2, 1943. Forestry and logging were responsible for the gains under both comparisons, the other noteworthy changes being an appreciable increase in trade as compared with the five weeks September 29 to November 2, 1944, and a decrease in manufacturing when compared with the five weeks ending December 2, a year ago. During the period under review there were 205,131 vacancies reported, 229,290 applications for employment and 156,438 placements effected in regular and casual employment.

Unemployment in trade unions.—At the beginning of October the percentage of unemployment among trade unions was 0·3. This figure was identical with that shown both at the beginning of July, at which date the percentage was indicated as for the June quarter, and at the beginning of October, 1943. The October figure was based on returns received from 2,377 labour organizations having a total membership of 416,664 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at June 1, 1944, has been made by the Research and Statistics Branch of the Department of Labour. At that date it is estimated that 4,232,000 persons, 14 years of age and over, were gainfully occupied, of whom 2,232,000 were in non-agricultural industry, including 975,000 in war industry. In addition, there were 784,000 persons in the Armed Forces.

The Employment Situation at the Beginning of November, 1944, as Reported by Employers

MODERATE increases in employment and payrolls were indicated at the first of November, when the 14,983 firms co-operating in the Dominion Bureau of Statistics' monthly survey reported the addition of 5,389 persons to their staffs, which aggregated 1,867,673. The weekly salaries and wages disbursed at Novem-

ber 1 by these establishments amounted to \$60,300,839; as compared with the sum of \$60,258,445 paid on or about October 1, there was an advance of 0·1 per cent. The contents of the average pay envelope of the men and women in recorded employment, however, fell from \$32.36 paid in the preceding period of

observation, to \$32.29 at the beginning of November.

An upward movement in industrial employment at November 1 is contra-seasonal, according to the experience of pre-war years. Beginning with 1939, however, there have been annual increases in employment at that date; the latest gain is smaller than at the first of any other November during the war.

The expansion at the date under review took place in the non-manufacturing industries, there being considerable curtailment in manufacturing, mainly in the vegetable foods, iron and steel, non-ferrous metal and lumber divisions. This is the seventh monthly decline in manufacturing as a whole since the beginning of 1944. Among the non-manufacturing industries, logging showed substantially greater seasonal activity, some 17,600 men having been taken on by the co-operating camps, in which the advance exceeded the average for the time of year. Building and trade also afforded more employment. In the latter, the reported gain

of over 4,900 persons was larger than normal for November 1; this was no doubt partly due to the employment of unusually large numbers of part-time workers. On the other hand, mining, communications, transportation, highway and railway construction and maintenance and services indicated reduced activity, the losses being seasonal.

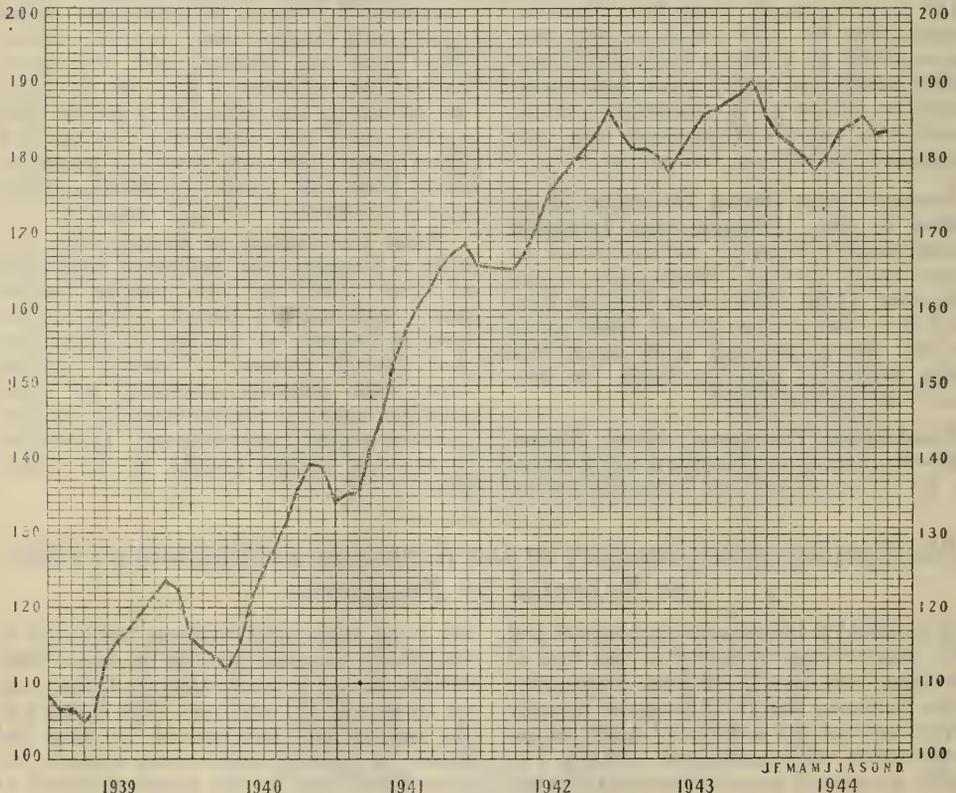
Based on the 1926 average as 100, the general index number of employment at the beginning of November was 183.8, as compared with 183.3 at October 1, 1944, and 188.7 at November 1, 1943. The decrease of 2.6 per cent in the latter comparison was accompanied by a fractional reduction in the index number of payrolls. The seasonally-adjusted index number of employment rose from 174.4 in the preceding month to 175.9 at the beginning of November.

Payrolls

As already stated, the firms whose returns were tabulated reported the payment of \$60,-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



300,839 in salaries and wages at November 1, a sum which exceeded by 0.1 per cent the amounts they had disbursed at the beginning of October. The per capita weekly earnings averaged \$32.36 at October 1 and \$32.29 at November 1, 1944, being then higher than the November 1, 1943, average of \$31.60; the figures at November 1, 1942 and 1941, had been \$29.81 and \$27.02, respectively.

If the statistics for financial institutions are included, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,934,218, as compared with 1,928,796 at the beginning of October. The amounts received as weekly salaries and wages by these persons were stated as \$62,459,770 paid on or about November 1, and \$62,414,138 paid on or about October 1.

The average earnings per person in the nine industries, including finance were also \$32.29; this was seven cents lower than the per capita figure indicated at the beginning of October. At November 1, 1943, the average in the nine leading industrial groups was \$31.59, while in 1942, the November 1 figure was \$29.85.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at October 1, 1944, and November 1, 1943, where these are available.

The indexes of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the index numbers of employment have been

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941.....	100.0	100.0	\$25.25	100.0	100.0	\$25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.4	27.32	112.1	123.1	28.15
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.76
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.18

converted from their original base 1926=100 to June 1, 1941, as 100. Table I shows that, in the period for which data are available, there has been an increase of 20.4 per cent in the number of persons in recorded employment in the eight leading industrial groups while the weekly earnings of these persons have risen

by fifty-one per cent. Including finance, the gain in employment from June 1, 1941, to November 1, 1944, has amounted to 20 per cent, and that in payrolls, to 49.9 per cent. The reasons previously given for the relatively greater rise in the salaries and wages than in employment may again be stated: (1) the con-

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at November 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at November 1 and October 1, 1944, with Comparative Figures for November 1, 1943 Where Available, Based on June 1, 1941, as 100 p.c.

(The latest figures are subject to revision.)

Geographical and Industrial Unit	No. of Em- ployees Reported at Nov. 1, 1944	Aggregate Weekly Payrolls at Nov. 1, 1944	Per Capita Weekly Earnings at									Index Numbers of					
			Nov. 1, 1944			Oct. 1, 1944			Nov. 1, 1943			Employment			Aggregate Weekly Payrolls		
			\$	\$	\$	\$	\$	\$	\$	\$	\$	Nov. 1, 1944	Oct. 1, 1944	Nov. 1, 1943	Nov. 1, 1944	Oct. 1, 1944	Nov. 1, 1943
(a) PROVINCE																	
Maritime Provinces	142,766	4,426,964	31.01	31.10	29.04	122.8	124.1	127.4	174.4	177.0	170.3						
Prince Edward Island.....	2,727	73,134	26.82	27.05	24.84	123.5	124.9	113.5	157.0	160.1	133.1						
Nova Scotia.....	85,106	2,782,791	32.70	32.52	30.33	121.8	122.5	129.1	176.9	177.2	174.8						
New Brunswick.....	54,933	1,571,039	28.60	29.13	27.15	124.8	127.1	125.8	171.0	177.6	174.5						
Quebec	583,935	18,056,367	30.92	31.05	30.13	125.0	123.2	131.1	161.7	159.8	165.3						
Ontario	765,820	25,317,444	33.06	33.02	32.67	115.3	115.3	115.8	140.5	142.3	139.8						
Prairie Provinces	204,478	6,584,933	32.20	32.37	30.85	115.9	115.4	115.4	142.1	140.2	136.1						
Manitoba.....	95,476	3,007,549	31.50	31.70	30.07	116.4	114.0	114.0	138.3	136.2	129.3						
Saskatchewan.....	40,320	1,233,534	30.59	31.14	29.42	111.3	110.0	108.9	135.2	136.0	128.2						
Alberta.....	68,682	2,343,850	34.13	33.95	32.70	1017.3	120.5	121.6	151.7	154.4	150.5						
British Columbia	170,674	5,915,111	34.66	34.80	34.93	135.3	137.6	143.7	166.0	169.5	179.0						
CANADA	1,867,673	60,300,839	32.29	32.36	31.60	120.4	120.0	123.6	151.0	151.0	152.0						
(b) CITIES																	
Montreal.....	284,657	9,250,113	32.50	32.48	31.75	130.5	131.5	136.7	166.4	167.8	171.0						
Quebec City.....	38,048	1,190,447	31.28	30.87	29.52	160.9	163.9	172.8	242.5	243.9	248.1						
Toronto.....	250,669	8,280,016	32.51	32.66	32.48	128.4	127.7	130.6	155.1	155.1	158.3						
Ottawa.....	22,624	640,992	28.33	27.82	27.15	113.4	112.9	114.7	139.0	135.9	135.2						
Hamilton.....	59,867	1,994,247	33.31	32.95	33.01	112.7	111.4	112.4	136.4	133.3	135.0						
Windsor.....	39,128	1,701,972	43.50	43.98	43.72	124.7	123.6	128.7	142.6	142.8	148.0						
Winnipeg.....	62,590	1,739,042	28.58	28.69	28.08	121.5	118.3	119.0	137.0	133.9	132.2						
Vancouver.....	82,246	2,730,368	33.20	33.82	33.87	161.4	163.5	177.6	203.5	210.2	230.5						
Halifax.....	24,236	738,619	30.48	31.02	.....	144.6	146.8	.....	187.9	194.7	.....					
Saint John.....	13,933	414,212	29.73	29.74	.....	133.6	126.6	.....	186.4	176.8	.....					
Sherbrooke.....	9,095	233,686	25.69	26.21	.....	106.1	106.0	.....	129.9	130.9	.....					
Three Rivers.....	9,898	285,373	28.83	29.01	.....	125.2	124.9	.....	152.3	153.6	.....					
Kitchener-Waterloo.....	15,640	471,750	30.16	29.65	.....	107.6	107.8	.....	143.5	141.4	.....					
London.....	20,990	618,378	29.46	29.74	.....	118.7	119.2	.....	139.0	140.8	.....					
Fort William-Port Arthur.....	16,930	649,776	38.38	39.01	.....	120.9	119.1	.....	173.2	173.4	.....					
Regina.....	10,163	276,485	27.21	28.07	.....	113.0	108.8	.....	133.9	133.0	.....					
Saskatoon.....	5,771	152,852	26.49	26.31	.....	121.4	119.5	.....	142.9	139.8	.....					
Calgary.....	17,203	525,551	30.55	30.53	.....	114.9	117.2	.....	137.3	139.9	.....					
Edmonton.....	16,942	497,868	29.39	29.40	.....	130.5	133.0	.....	159.5	162.6	.....					
Victoria.....	13,962	452,017	32.37	33.06	.....	167.2	165.8	.....	215.7	218.2	.....					
(c) INDUSTRIES																	
Manufacturing	1,159,925	38,486,267	33.18	33.02	32.62	131.7	133.2	137.4	168.1	169.2	176.7						
Durable Goods.....	614,937	22,549,901	36.67	36.69	35.86	144.2	146.7	160.4	188.7	192.0	205.3						
Non-Durable Goods.....	526,517	15,246,421	28.96	28.54	28.09	120.9	121.4	116.4	147.5	146.0	138.4						
Electric Light and Power.....	18,471	689,945	37.35	37.08	36.75	96.8	98.3	96.7	112.1	113.0	110.3						
Logging.....	71,801	1,849,726	25.76	26.51	25.48	151.5	114.3	115.4	196.4	152.6	150.0						
Mining.....	70,145	2,769,985	39.49	39.11	37.09	84.2	85.0	87.7	105.5	105.5	103.2						
Communications.....	29,666	924,121	31.15	31.10	30.05	113.9	114.8	108.3	131.0	131.9	120.1						
Transportation.....	159,734	6,119,439	38.31	38.72	35.72	125.7	126.7	120.9	150.1	153.0	135.2						
Construction and Maintenance.....	143,829	4,401,053	30.60	30.82	30.19	81.1	82.2	97.3	108.7	110.9	128.5						
Services.....	47,622	933,736	19.69	19.46	18.88	119.7	120.2	117.3	144.2	143.1	137.0						
Trade.....	185,151	4,816,512	26.01	26.30	25.36	108.6	105.7	103.4	121.0	119.1	112.9						
Eight Leading Industries	1,867,673	60,300,839	32.29	32.36	31.60	120.4	120.0	123.6	151.0	151.0	152.0						
Finance.....	66,545	2,158,931	32.44	32.41	31.43	110.8	110.8	108.0	124.7	124.5	117.8						
Total—Nine Leading Industries	1,934,218	62,459,770	32.29	32.36	31.59	120.0	119.7	123.0	149.9	149.9	150.6						

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

centration of workers in the heavy manufacturing industries, where rates of pay are above the average, and in which there has been a considerable amount of overtime work; (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates from February 15, 1944; (3) the progressive up-grading of employees as they gain experience; and, (4) the granting of higher wage rates in numerous cases.

The expansion of employment and payrolls in manufacturing in the period of observation has for obvious reasons been on a much greater scale than that in the non-manufacturing industries, the index of employment in factories having risen by 31.7 per cent from June 1, 1941, and that of payrolls by 68.1 per cent; these proportions considerably exceed those

elsewhere given for the eight leading industries. The factors given above as influencing the all-industries' statistics operate with greater force in the case of manufacturing.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is also obviously an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1928.....	118.9	109.5	.....	.....	.....	114.8	121.1	128.6	.....	.....	.....	112.1
Nov. 1, 1929.....	124.6	124.6	.....	.....	.....	122.8	126.5	129.5	.....	.....	.....	113.9
Nov. 1, 1930.....	112.9	110.1	.....	.....	.....	111.9	111.6	125.8	.....	.....	.....	105.4
Nov. 1, 1931.....	103.0	116.6	.....	.....	.....	96.2	98.1	128.2	.....	.....	.....	98.9
Nov. 1, 1932.....	84.7	86.8	.....	.....	.....	83.6	84.2	91.6	.....	.....	.....	77.8
Nov. 1, 1933.....	91.3	90.2	.....	.....	.....	92.2	91.4	94.6	.....	.....	.....	84.0
Nov. 1, 1934.....	100.2	104.9	.....	.....	.....	98.0	103.6	96.5	.....	.....	.....	94.1
Nov. 1, 1935.....	107.7	111.1	.....	.....	.....	105.0	110.0	108.1	.....	.....	.....	101.8
Nov. 1, 1936.....	111.0	119.4	.....	.....	.....	110.3	112.8	106.0	.....	.....	.....	105.4
Nov. 1, 1937.....	125.2	127.3	83.0	124.9	132.8	130.5	130.4	106.2	99.3	115.9	110.5	111.5
Nov. 1, 1938.....	114.6	112.6	95.0	123.6	100.3	119.7	115.0	108.1	97.6	132.2	108.1	107.5
Nov. 1, 1939.....	123.6	117.9	101.1	126.9	108.1	131.5	124.4	112.7	103.1	124.3	120.0	115.6
Nov. 1, 1940.....	139.2	133.8	134.0	142.4	123.4	148.7	142.5	119.7	110.5	123.5	131.6	126.3
Nov. 1, 1941.....	167.6	179.6	112.8	198.1	160.7	177.1	173.0	136.1	130.1	134.7	146.5	149.4
Nov. 1, 1942.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Nov. 1, 1943.....	188.7	194.1	121.6	216.3	170.4	206.2	187.4	148.1	142.1	138.8	163.6	193.8
Jan. 1, 1944.....	185.7	186.3	128.0	196.9	176.4	201.3	185.4	149.5	141.6	137.5	169.7	190.2
Feb. 1.....	183.2	177.1	126.8	189.9	163.9	198.5	184.8	145.1	139.6	129.5	163.8	188.0
Mar. 1.....	181.7	175.1	132.7	190.6	157.9	197.1	183.9	142.3	136.9	129.0	159.4	186.3
April 1.....	180.5	177.3	140.5	190.7	162.4	194.2	182.9	142.6	139.2	130.3	156.0	184.7
May 1.....	178.2	176.6	123.1	200.3	149.5	190.4	180.8	141.0	138.2	130.6	152.2	183.3
June 1.....	180.5	178.2	133.6	197.4	156.4	194.3	182.1	145.2	141.6	138.3	155.3	183.6
July 1.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
Aug. 1.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Sept. 1.....	185.5	184.5	134.4	199.2	168.8	200.0	186.5	150.3	143.3	145.5	164.0	188.1
Oct. 1.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	185.6
Nov. 1.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.7	145.2	141.8	158.5	182.5
Relative weight of Employment by Provinces and Economic Areas as at November 1, 1944.....	100.0	7.6	.1	4.6	2.9	31.3	41.0	11.0	5.1	2.2	3.7	9.1

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision.)

Industries	Relative Weight	Nov. 1 1944	Oct. 1 1944	Nov. 1 1943	Nov. 1 1939
Manufacturing	62.1	221.3	223.7	230.8	122.1
Animal products—edible.....	2.5	232.6	229.1	202.3	149.0
Fur and products.....	.2	129.1	126.9	124.8	114.3
Leather and products.....	1.5	135.7	135.6	126.7	123.1
Boots and Shoes.....	.9	123.6	124.5	123.6	121.6
Lumber and products.....	3.6	123.3	126.1	120.7	88.2
Rough and dressed lumber.....	1.9	100.2	104.4	98.4	76.0
Furniture.....	.6	126.5	124.9	108.1	90.8
Other lumber products.....	1.1	207.2	209.1	216.6	126.0
Musical instruments.....	.03	27.7	28.5	51.5	58.4
Plant products—edible.....	3.4	191.5	214.1	170.3	146.6
Pulp and paper products.....	4.6	138.1	137.7	135.0	113.9
Pulp and paper.....	2.0	124.0	125.3	122.0	102.3
Paper products.....	.9	212.3	209.4	210.4	146.7
Printing and publishing.....	1.7	131.7	130.3	127.2	117.6
Rubber products.....	1.2	173.8	171.2	135.7	115.6
Textile products.....	7.3	157.7	154.9	156.6	134.0
Thread, yarn and cloth.....	2.6	156.8	154.9	156.7	144.1
Cotton-yarn and cloth.....	1.2	109.6	108.1	112.8	109.5
Woolen yarn and cloth.....	.6	166.6	165.7	169.5	156.6
Artificial silk and silk goods.....	.6	608.4	598.8	561.7	478.8
Hosiery and knit goods.....	1.2	146.2	143.6	144.0	136.9
Garments and personal furnishing.....	2.6	158.6	155.7	158.2	126.0
Other textile products.....	.9	175.6	170.4	171.1	123.3
Tobacco.....	.6	131.2	124.5	133.1	98.8
Beverages.....	.8	260.4	263.4	238.4	181.3
Chemicals and allied products.....	4.2	616.5	611.7	630.0	175.7
Clay, glass and stone products.....	.8	131.6	130.9	137.6	99.4
Electric light and power.....	1.0	145.1	147.3	145.0	143.6
Electrical apparatus.....	2.5	323.6	323.1	328.0	138.8
Iron and steel products.....	22.9	313.2	318.9	351.1	107.6
Crude, rolled and forged products.....	1.8	246.9	245.5	266.1	151.7
Machinery (other than vehicles).....	1.3	218.1	218.2	239.0	123.4
Agricultural implements.....	.6	130.6	128.1	128.5	60.1
Land vehicles and aircraft.....	9.8	288.9	296.4	303.4	84.8
Automobiles and parts.....	2.3	291.3	291.0	298.4	139.9
Steel shipbuilding and repairing.....	3.4	1,460.2	1,471.0	1,654.5	62.4
Heating appliances.....	.3	178.1	173.2	168.5	142.7
Iron and steel fabrication (n.e.s.).....	1.2	313.0	313.4	310.1	131.6
Foundry and machine shop products.....	.5	236.1	234.0	275.6	124.4
Other iron and steel products.....	4.0	347.4	361.8	432.5	119.9
Non-ferrous metal products.....	3.0	403.3	411.9	503.3	167.6
Non-metallic mineral products.....	.8	207.5	212.1	213.0	168.5
Miscellaneous.....	1.1	356.5	350.9	372.9	152.3
Logging	3.9	239.8	181.0	182.6	206.4
Mining	3.7	149.2	150.6	155.1	171.0
Coal.....	1.4	95.7	95.5	97.5	94.4
Metallic ores.....	1.7	253.2	257.6	283.8	353.6
Non-metallic minerals (except coal).....	.6	171.3	173.5	154.0	143.7
Communications	1.6	110.7	111.6	105.3	86.7
Telegraphs.....	.4	129.1	129.8	130.3	100.0
Telephones.....	1.2	105.6	106.6	98.4	83.0
Transportation	8.6	124.2	125.2	119.4	80.6
Street railways and cartage.....	2.5	189.8	188.7	176.2	133.5
Steam Railways.....	4.7	107.5	107.9	105.3	79.2
Shipping and stevedoring.....	1.4	112.3	118.0	107.4	86.1
Construction and Maintenance	7.7	112.7	114.2	135.3	117.6
Building.....	2.4	102.8	100.0	140.8	85.1
Highway.....	3.1	144.0	149.0	173.3	209.1
Railway.....	2.2	94.6	97.2	94.9	64.5
Services	2.5	204.6	205.4	200.4	135.2
Hotels and restaurants.....	1.6	205.7	207.8	202.5	129.0
Personal (chiefly laundries).....	.9	202.6	201.3	196.8	145.9
Trade	9.9	170.3	165.7	162.2	140.2
Retail.....	7.4	177.7	171.8	171.3	144.8
Wholesale.....	2.5	151.6	150.5	133.9	128.1
Eight Leading Industries	100.0	183.8	183.3	188.7	123.6
Finance		128.6	128.5	125.4	
Banks and trust companies.....		132.9	132.7	129.7	
Brokerage and stock market.....		150.0	148.2	125.4	
Insurance.....		121.5	121.7	119.5	
Nine Leading Industries		181.1	180.6	185.6	

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Sex Distribution of Persons in Recorded Employment at October 1, 1944

THE proportion of women as compared with men in employment in Canada has been increasing according to a survey undertaken last October by the Dominion Bureau of Statistics.* As in previous surveys of sex distribution of persons in recorded employment (L.G., 1944, p. 89) the Bureau obtained the information from firms co-operating in the monthly survey of employment and payrolls for October 1, 1944.

Coverage of Industry.—The monthly surveys include important proportions of the total number of persons employed in the following industries: manufacturing, logging, mining, communications, transportation, construction, services, trade and finance. In the main, however, returns are limited to establishments having 15 employees and over. The more important groups excluded are the following: agriculture, domestic and personal services, and professional services such as governmental, educational, health, etc.

Situation at October 1, 1944.—Firms in the nine leading industrial groups reported the employment of 1,406,132 men and 521,979 women, the latter constituting 271 per thousand of the total staff of 1,928,111. At April 1, 1944, 1,374,747 male and 507,575 female workers had been reported, the proportion of women per thousand of both sexes being 270. During that six-month period some changes took place in the list of co-operating establishments. When allowance is made for these changes, it appears there have been increases of about 20,600 men and 9,500 women in the numbers in recorded employment. In spite of the fact that industrial activity ordinarily increases as the year advances, it is of interest to note that in the six-month period under review there was a gain of some 1.9 per cent in the number of women employed by the firms furnishing statistics, as compared with that of about 1.5 per cent in their male workers.

The comparison of the data at October 1, 1944 and October 1, 1943, by eliminating the seasonal factor, provides a more valid measure of the changes which took place. At the beginning of October, 1943, 1,439,416 men and 510,715 women, were reported by the establishments furnishing information, there being 262 females per thousand of both sexes. When adjustment has been made for changes in the list of reporting firms during the year it may

be estimated that the number of females in the nine leading industrial divisions had risen at October 1, 1944, by approximately 1.2 per cent, while the number of male employees had fallen by 3.3 per cent in the twelve months. The general decline in recorded employment in these industries was 2.1 per cent.

The proportion of 271 women per thousand employees at October 1, 1944, was considerably higher than that of 262 per thousand a year earlier, there being a gain of 3.4 per cent in this comparison. As compared with the October 1, 1942, ratio of 235 per thousand there was an increase of 15.3 per cent.

Table I provides a summary of the statistics reported at October 1, and gives the proportions of male and female workers indicated at October 1, 1944, and the percentages at October 1, 1943 and at October 1, 1942, by provinces, by leading cities, and by main industrial groups.

Of the total of 521,979 women in recorded employment at October 1, 1944, in the nine leading industrial divisions, 332,180 or 63.6 per cent were reported by manufacturers, including those in central electric stations; the October 1, 1943, proportion had been 66 per cent. The next largest group of female employees were those of 88,732 in trade, 35,854 in finance and 27,659 in services. The remaining industrial divisions, namely, communications, transportation, construction, mining and logging, together employed 37,554 women workers, or only 7.2 per cent of the total at the beginning of October, 1944. This proportion was slightly greater than that of 6.7 per cent at October 1, 1943. It is worthy of note that while there was a falling off in the number engaged in manufacturing in the year, the non-manufacturing classes, with the exception of logging and construction, showed increases in this comparison.

Women Workers in Industry.—The 8,288 manufacturers furnishing statistics at October 1, 1944, indicated a staff of 840,306 men and 332,180 women, the latter constituting 283 per thousand of the personnel of 1,172,486. This ratio exceeded that of 279 per thousand at October 1, 1943. The textile industries provided work for 80,384 women, or some 24 per cent of all those engaged in manufacturing at October 1, 1944. The second largest group of women workers (71,126) belonged in the iron and steel industries, in which were employed over 21 per cent of the total in manufacturing. The greatest numbers of females in the iron and steel division belonged in aircraft and firearms manufacturing. In

**Sex Distribution of Persons in Recorded Employment at October 1, 1944.*—Supplement to October 1, 1944, Bulletin on *Employment and Payrolls*, Dominion Bureau of Statistics. Price 25 cents.

these industries however, there was a decline in the number and in the proportion of women as compared with October 1, 1943.

Between 22 and 23 per cent of the total number of women reported at October 1, 1944, belonged in the heavy manufacturing industries, a ratio which was smaller than that of over 25 per cent, six months earlier. Among the male employees, there was a decline in the proportion engaged in these industries from about 38 per cent of the total at April 1, to 36 per cent at October 1, 1944.

Provincially, the greatest increases in the number of female employees between April 1 and October 1, 1944, took place in Ontario and British Columbia. In both cases, they constituted higher proportions per thousand workers of both sexes than at the time of any earlier survey. There was a slight decrease in the number and ratio in Quebec. However, that province, with Ontario, again reported important percentages of the total women in recorded employment, 30.5 per cent

TABLE I.—SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE MAIN INDUSTRIAL GROUPS, AS AT OCT. 1, 1944, OCT. 1, 1943 AND OCT. 1, 1942

Geographical and Industrial Unit	October 1, 1944					October 1, 1943		October 1, 1942	
	Total	Men	Women	Men	Women	Men	Women	Men	Women
(a) PROVINCES	No.	No.	No.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Maritime Provinces	148,157	124,287	23,870	83.9	16.1	84.2	15.8	86.7	13.3
Prince Edward Island.....	3,049	2,202	847	72.2	27.8	75.7	24.3	77.3	22.7
Nova Scotia.....	87,617	74,536	13,081	85.1	14.9	85.5	14.5	88.1	11.9
New Brunswick.....	57,491	47,549	9,942	82.7	17.3	82.2	17.8	84.8	15.2
Quebec	592,723	433,310	159,413	73.1	26.9	73.8	26.2	74.9	25.1
Ontario	796,152	551,025	245,127	69.2	30.8	69.8	30.2	73.3	26.7
Prairie Provinces	213,329	159,937	53,392	75.0	25.0	76.5	23.5	80.7	19.3
Manitoba.....	97,897	70,747	27,150	72.3	27.7	73.1	26.9	78.8	21.2
Saskatchewan.....	42,407	32,304	10,103	76.2	23.8	78.4	21.6	81.4	18.6
Alberta.....	73,025	56,886	16,139	77.9	22.1	80.1	19.9	83.0	17.0
British Columbia	177,750	137,573	40,177	77.4	22.6	79.4	20.6	83.5	16.5
CANADA	1,928,111	1,406,132	521,979	72.9	27.1	73.8	26.2	76.5	23.5
(b) CITIES									
Montreal.....	300,159	200,331	99,828	66.7	33.3	67.1	32.9	68.3	31.7
Quebec.....	39,937	27,350	12,587	68.5	31.5	67.8	32.2	64.8	35.2
Toronto.....	267,587	158,449	109,157	59.2	40.8	59.6	40.4	63.4	36.6
Ottawa.....	25,974	15,802	10,172	60.8	39.2	60.9	39.1	62.8	37.2
Hamilton.....	60,297	40,468	19,829	67.1	32.9	68.5	31.5	71.1	28.9
Windsor.....	39,343	32,044	7,299	81.4	18.6	82.0	18.0	85.1	14.9
Winnipeg.....	64,475	41,236	23,239	64.0	36.0	65.0	35.0	71.8	28.2
Vancouver.....	85,856	60,198	25,658	70.1	29.9	72.7	27.3	78.7	21.3
Halifax.....	24,575	18,026	6,549	73.4	26.6	.....	.....	.....	.....
Saint John.....	13,174	9,118	4,056	69.2	30.8	.....	.....	.....	.....
Sherbrooke.....	8,992	5,325	3,597	59.7	40.3	.....	.....	.....	.....
Three Rivers.....	9,855	7,051	2,802	71.6	28.4	.....	.....	.....	.....
Kitchener-Waterloo.....	15,682	9,710	5,972	61.9	38.1	.....	.....	.....	.....
London.....	21,040	13,188	7,852	62.7	37.3	.....	.....	.....	.....
Ft. William-Pt. Arthur.....	16,669	11,786	4,883	70.7	29.3	.....	.....	.....	.....
Regina.....	9,767	5,358	4,409	54.9	45.1	.....	.....	.....	.....
Saskatoon.....	5,655	3,619	2,036	64.0	36.0	.....	.....	.....	.....
Calgary.....	17,551	12,286	5,265	70.0	30.0	.....	.....	.....	.....
Edmonton.....	17,267	10,793	6,474	62.5	37.5	.....	.....	.....	.....
Victoria.....	13,800	10,430	3,370	75.6	24.4	.....	.....	.....	.....
(c) INDUSTRIES									
Manufacturing	1,172,486	840,306	332,180	71.7	28.3	72.1	27.9	74.3	25.7
Durable Goods ¹	625,226	507,849	117,377	81.2	18.8	80.9	19.1	84.7	15.3
Non-Durable Goods.....	528,501	316,136	212,365	59.8	40.2	59.6	40.4	61.4	38.6
Electric Light and Power.....	18,759	16,321	2,438	87.0	13.0	87.5	12.5	88.8	11.2
Logging.....	54,135	53,120	1,015	98.1	1.9	97.6	2.4	98.2	1.8
Mining.....	70,804	68,453	2,351	96.7	3.3	96.9	3.1	98.0	2.0
Communications.....	29,903	13,308	16,595	44.5	55.5	47.4	52.6	52.3	47.7
Transportation.....	161,041	147,396	13,645	91.5	8.5	92.0	8.0	94.0	6.0
Construction and Maintenance.....	145,735	141,787	3,948	97.3	2.7	97.7	2.3	98.6	1.4
Services.....	47,517	19,858	27,659	41.8	58.2	42.0	58.0	48.4	51.6
Trade.....	179,978	91,246	88,732	50.7	49.3	50.9	49.1	54.7	45.3
Eight Leading Industries	1,861,599	1,375,474	486,125	73.9	26.1	74.7	25.3	77.3	22.7
Finance.....	66,512	30,658	35,854	46.1	53.9	49.2	50.8	55.1	44.9
Total—Nine Leading Industries	1,928,111	1,406,132	521,979	72.9	27.1	73.8	26.2	76.5	23.5

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

of the Canadian aggregate belonging in the former and 47 per cent in the latter.

Wartime Trends of Employment in Manufacturing.—Without exception, there were highly important increases in the number and proportions of female workers in the various industries between 1939 and October 1, 1944. Extremely marked expansion was indicated in the aircraft industry, where the ratio rose from 30 per thousand of both sexes in 1939 to 291 at October 1, 1944, and the number of females increased by approximately 129 per cent. In shipbuilding, the increase was from 14 per thousand in 1939 to 68 at October 1, 1944. At the latter date, as in 1939, the tobacco and textile industries reported the highest proportions of female workers. The growth in the proportion of women in the last two industries during the war, however, was not as great as in many other lines.

As in previous surveys conducted by the Bureau of Statistics, the largest proportions of female employees were found in services (582 per thousand); communications (555 per thousand); finance (539 per thousand); trade (493 per thousand); and manufacturing (283 per thousand). These five groups together

accounted for some 96 per cent of the total number of women in recorded employment at the beginning of October, 1944.

The non-manufacturing industries provided work for over 36 per cent of all females in recorded employment at October 1, 1944, at which time they constituted 251 per thousand of the workers of both sexes. The ratio twelve months earlier had been practically 234 per thousand.

Table II depicts the wartime trends among women engaged in manufacturing and the results of the current surveys for October 1 in 1942, 1943 and 1944. The average ratio of female as compared with male employees in 1942 was 257 per thousand. At October 1, 1942 the females in recorded employment made up 260 per thousand workers. It is probable that the employment of women ordinarily reaches its peak in the autumn, thus accounting for the difference between the annual average figure for 1942 and that at October 1, in the same year. The ratio of females per thousand workers continued to rise in 1943, the October 1, figure being 282 per thousand, while that at October 1, 1944, showed a further gain to 286 per thousand.

TABLE II.—WARTIME TRENDS OF EMPLOYMENT OF WOMEN IN MANUFACTURING, 1942-1944

Industries	Statistics as at Oct. 1, 1944			Number of Females Per Thousand Employees Proportions as at			Year 1939 ²
	Total No.	Men No.	Women No.	Oct. 1, 1944	Oct. 1, 1943	Oct. 1, 1942	
Manufacturing.....	1,153,727 ¹	823,985 ¹	329,742 ¹	286 ¹	282 ¹	260 ¹	220 ¹
Animal products—edible.....	46,275	35,281	10,994	238	221	195	116
Fur and products.....	2,984	1,808	1,176	394	363	359	355
Leather and products.....	28,118	16,155	11,963	425	424	408	321
Boots and shoes.....	17,118	9,421	7,697	450	443	431	374
Lumber and its products.....	68,409	59,293	9,116	133	141	94	41
Rough and dressed lumber.....	37,090	34,242	2,848	77	87	64	16
Furniture.....	11,623	9,650	1,973	170	157	100	65
Other lumber products.....	19,696	15,401	4,295	218	235	194	100
Plant products—edible.....	70,076	40,669	29,407	420	411	410	273
Pulp and paper products.....	86,188	65,798	20,390	237	234	204	166
Pulp and paper.....	38,120	35,101	3,019	79	78	61	37
Paper products.....	16,365	9,362	7,003	428	431	402	357
Printing and publishing.....	31,703	21,335	10,368	327	322	286	212
Rubber products.....	21,607	14,494	7,113	329	348	341	296
Textile products.....	134,685	53,851	80,834	601	600	577	511
Thread, yarn and cloth.....	48,317	26,365	21,952	454	458	443	368
Cotton yarn and cloth.....	21,851	11,743	10,108	463	461	442	354
Woolen yarn and cloth.....	11,977	6,285	5,692	475	470	465	417
Artificial silk and silk goods.....	21,299	6,545	4,754	421	435	419	352
Hosiery and knit goods.....	21,750	6,822	14,928	686	675	641	604
Garments and personal furnishings.....	48,300	13,923	34,377	712	716	699	626
Other textile products.....	16,318	6,741	9,577	587	574	533	373
Tobacco.....	10,272	3,228	7,044	686	668	664	508
Beverages.....	14,424	11,328	3,096	215	208	172	83
Chemicals.....	78,036	47,149	30,887	396	401	354	237
Clay, glass and stone products.....	15,016	11,593	3,423	228	212	167	71
Electrical apparatus.....	47,446	26,989	20,457	431	427	372	242
Iron and steel products.....	435,373	364,247	71,126	163	167	134	60
Machinery (other than vehicles).....	23,537	19,653	3,884	165	168	156	82
Agricultural implements.....	10,458	8,772	1,686	161	193	130	52
Automobiles and parts.....	43,537	37,174	6,363	146	143	110	74
Aircraft and parts.....				291	300	234	30
Steel shipbuilding and repairing.....	64,313	59,934	4,379	68	65	22	14
Heating appliances.....	5,540	4,925	615	111	112	94	48
Non-ferrous metal products.....	58,303	45,126	13,177	226	234	197	93
Non-metallic mineral products.....	16,100	14,530	1,570	98	99	73	56
Miscellaneous.....	20,415	12,446	7,969	390	391	376	258

¹ Electric Light and Power not included.

² Data of the Census of Industry annual average.

Report on Employment Conditions, December, 1944

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE overall manpower shortage was reduced by 16,656 during the last month of 1944 and at the year-end stood at 103,601. This is the lowest level of net labour demand¹ since National Selective Service Civilian Regulations went into effect in January, 1943. Unsatisfied labour requirements at December 28, 1944, were lower by almost 78,000 than at June 15, the peak date for the year 1944, when demand rose to 181,352. As compared with the labour requirements reported one month previously, demand for male workers at the end of December (73,591) was smaller by 16,166 or 18 per cent. There was very little change in female labour requirements during the month, 30,010 women being required at the end of December as compared with 30,500 one month earlier.

Net Labour Demand in A and B Priority Industries

High priority industries were still calling for 61,594 more men and 16,956 more women at the close of 1944. The percentage distribution of the demand for workers in high priority industries by sex and by broad industry groups as reported to Employment and Selective Service Offices, follows:

Net Labour Demand in A and B Priority Industries as at December 28, 1944.

Total A and B Priority Industries	Male	Female	Total
Industries	100.0	100.0	100.0
Logging	44.5	.2	34.9
Mining, Smelting and Refining	9.0	1.4	7.3
Manufacturing	25.1	56.1	31.8
Construction	4.1	.2	3.3
Transportation	7.9	1.3	6.5
Other Public Utilities	1.1	2.5	1.4
Public and Professional Service	3.2	11.5	5.0
Trade, Finance and Other Service	3.8	25.9	8.6
Agriculture	1.3	.9	1.2

¹ Net Labour Demand is calculated by deducting unconfirmed referrals from unfilled vacancies. Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated. A vacancy is considered unfilled until it is cancelled or until the employer notifies the employment office that

MANUFACTURING

Extensive lay-offs at many large plants have made considerable changes in the general employment picture during the past month. These anticipated lay-offs were carried out according to schedule and were due in most cases to the termination of war contracts and the necessity for the reconversion of plants to meet the expanding demand for new types of military requirements. Highly skilled hands were readily absorbed by other plants but the release of great numbers of light factory labourers has created new employment problems.

Thirty-two per cent of the total labour shortage in high priority industries at December 28, was reported by essential manufacturing, which still required 15,458 men and 9,513 women. Four weeks previously, 19,211 men and 8,413 women were needed. Thus, while the demand for male workers in essential manufacturing was smaller by 3,753, there was need for 1,100 more females at December 28 than were required one month previously. The manufacturing industries listed in the following table accounted for 86 per cent of the labour requirements of essential manufacturing at December 28.

Net Labour Demand in Selected A and B Priority Industries as at December 28, 1944

	Male	Female	Total
Textiles and Products	1,577	4,246	5,823
Machinery and Equipment	2,169	492	2,661
Chemicals and Non-Metallics	1,219	1,337	2,556
Wood Products	2,237	125	2,362
Guns and Ammunition	1,417	922	2,339
Food Processing	1,154	895	2,049
Shipbuilding and Repairs	1,800	43	1,843
Secondary Metal Industries	1,561	241	1,802

Textiles and Products—The textile industry is in a much more favourable position than it has been for some time although the mills are still in need of experienced help. The labour situation in the clothing industry remains tight with almost unlimited orders for experienced sewing machine operators, pressers, etc. Training schools have been opened but enrolment has not come up to expectations as the comparatively low wage rates offered have not proved very attractive.

The labour shortage in high priority textile plants is largely in the Quebec and Ontario

it has been filled by the placement of a referred applicant. Unconfirmed Referrals are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

Regions. Of a Dominion-wide need for 4,246 women workers in this industry at the year-end, Ontario was asking for 2,066 and Quebec for 1,929 women, 49 and 45 per cent respectively of the total female demand. Virtually all of the male demand of 1,577 was equally divided between these two regions.

Machinery and Equipment.—Plants turning out railway equipment were in need of 516 men at December 28, and in addition, a shortage of 441 males was reported by manufacturers of agricultural machinery and tractors. Demand for labour in these two industries comprised 56 per cent of the male labour shortage in machinery and equipment (excluding electrical) as at the end of December. There were 337 persons (214 of them women) needed in the manufacture of electrical communication equipment; seventy-two per cent of the total labour shortage in this industry was in the Ontario Region. Net labour demand in firms turning out electrical machinery for industrial use totalled 309 at the end of December, with 223 of the 243 males being required for Ontario plants.

Chemicals and Non-Metallics.—Seventy-eight per cent of the demand for 2,556 workers at the end of December in plants turning out chemicals and non-metallics was in the Ontario Region. Of the 1,337 female workers needed, 1,088 were being sought by manufacturers of industrial chemicals in Ontario; this was an increase of 531 during the month. Demand for males in this industry remained steady during December amounting to 410 at the end of the month.

Wood Products.—The need for men for saw-mill work comprised 84 per cent of the labour shortage in the wood products industries at the end of 1944. The situation remains unchanged in the newsprint, paper and pulp mills. Some of the mills, principally in the Lake St. John District of Quebec, have operated on a four or five-day week basis owing to shortages of raw material.

Guns and Ammunition.—Total labour requirements at December 28 were little changed from demand four weeks earlier. There was a drop of 364 in male demand (from 1,781 to 1,417) but this was more than counter-balanced by a rise of 421 in female labour requirements (from 501 to 922). On the whole, no serious difficulty has been encountered in meeting labour requirements in this industry.

Shipbuilding.—Although there was a decrease of 256 in labour demand in shipbuilding during December, the shortage of 1,843 at the end of the year was still serious. Place-

ments in this industry have been difficult owing to the lack of skilled labour, particularly sheet metal workers, electricians and pipe fitters.

Secondary Metals.—The need for workers in the secondary metal industries grew smaller by 563 or 24 per cent during December to amount to 1,802 at the close of the year. Within the group, the chief pockets of male labour shortage were in the manufacturing of iron and steel foundry products (336) and heating apparatus (256). The bulk of the demand in these two industries was reported by the Ontario Region. Efforts to bring workers from the Prairies to supply the requirements of the malleable iron industries in Ontario have been quite successful.

Rubber.—Measures are being taken to speed-up the manufacture of tires for military purposes and this will probably affect the labour situation in the rubber industry, particularly in Ontario and Quebec. It is not expected that the labour requirements of this industry will be entirely met until spring when the condition of the highways will allow transportation to the plants by bus and automobile.

LOGGING

The usual lull in logging operations during the Christmas holiday season is apparent, the manpower requirements of high priority logging as reported to the employment offices at December 28 being 10 per cent smaller than demand one month previously. Of the total of 27,403 men required at the year-end, 16,014 were needed in pulpwood logging, 9,226 in lumber logging and 2,163 in other types of logging. More than 70 per cent of the labour shortage in pulpwood logging was reported by two regions, Quebec and the Prairies, with respective requirements of 7,234 and 4,105.

MINING, SMELTING AND REFINING

High priority mining, smelting and refining establishments were in need of 5,520 men at the end of 1944. There were 1,493 required in the coal mining industry alone. Coal mines in the Maritime region were seeking to augment their labour force with 706 additional men, and in the Prairie region there was a shortage of 619. Sudbury nickel mines were short of 1,526 men at the year-end, and a considerable number were being brought in on clearance from Quebec and the Prairies. There was little change during December in the demand for labour in the iron and steel industry. Male demand stood at 931, with 801 men needed in

Ontario blast furnaces, steel works and rolling mills.

CONSTRUCTION

Winter weather and in some cases shortage of materials were responsible for the slackening of construction activity and as a result the overall decline in demand for labour in high priority construction continued throughout December. Demand fell from 3,446 at November 30 to 2,555 at December 28. In the Maritimes, 163 men were required for the construction and maintenance of aerodromes and highways, and 146 for cantonment construction. Although highly skilled labour is still in great demand the military hospitals projects have progressed to a point where some skilled hands are being released and will be available for other programs of lesser importance.

TRANSPORTATION

The labour situation with respect to transportation showed a general improvement during the month of December. Demand for male workers across the Dominion fell by 1,305 or 21 per cent. In steam railways (including express) the number of men needed at the end of December (3,135) was smaller by 765 than at November 30; in addition, there were 405 fewer male workers needed in water transportation with the year-end requirements standing at 363. The labour needs of transportation eased during December in all regions except Quebec, where severe snowstorms complicated matters. Transportation facilities were taxed to capacity and additional trainmen and extra road gangs were taken on at several divisional points. Elsewhere little difficulty was experienced in meeting labour requirements.

TRADE, FINANCE AND SERVICE

The shortage of help in high priority trade, finance and service industries amounted to 10,675 at December 28, little changed from the situation at the end of November when 10,432 persons were needed. Of the total requirements at the year-end, almost 60 per cent represented

demand for women. Nearly all the extra help required for the Christmas trade was supplied by students and teachers who were hired directly, as National Selective Service regulations were waived for this type of employment. In the various types of retail trade the labour shortage at December 28 was 1,240 (835 men and 405 women); in wholesale trade 464 men and 337 women were being sought for immediate employment. In public service there were 1,589 men and 619 women required at the end of December. Hospitals required an additional 1,027 persons (236 men and 791 women) and other types of professional service 666 persons. All five regions showed increases during December in the number of women required in hotels and restaurants with total female demand rising from 2,264 to 2,771. The percentage distribution of female labour demand in hotels and restaurants as at December 28, follows: Ontario 33, Prairies 28, Quebec 17, Maritimes 15, Pacific 7.

Employment of Women

Although quite a number of women and girls are available on account of lay-offs from war plants, the service trades generally are not benefitting as much as might be expected. Many women, particularly married women, are not looking for other jobs until after the holiday season. Some claimants for Unemployment Insurance benefits have accepted temporary work during the Christmas rush, especially in areas where there is a possibility of war plants re-engaging female labour.

While the employment situation with regard to hospitals has improved considerably, there is still cause for grave concern over the shortage of help, particularly in sanatoria and mental hospitals, and very few suitable applicants are responding to the appeal for experienced help.

In the West there is a considerable surplus of stenographers and clerical workers and where there are vacancies, employers are demanding experienced workers. These types of workers are badly needed in Ontario and Quebec.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended December 22, 1944.

Maritime Region

Agriculture—The grading and shipping of fruit and potatoes, which followed the successful harvesting of field crops, marked

the conclusion of the season. Mild weather enabled the farmers to increase their fall ploughing acreage and many have gone to the woods for the winter months.

Logging—At the beginning of the month it was estimated that another 5,000 bushmen would be required to fill all outstanding orders of the logging industry, but even with this deficiency the manpower supply on the whole was considered fairly satisfactory. Permits to

canvass for woodsmen were granted by local offices in New Brunswick and Nova Scotia and the canvassers met with considerable success during the early part of December.

Throughout the region, many men are leaving the lumber camps to return home for Christmas and numbers of others who will go to bushwork are postponing their departure until after the holiday season. Production has lessened in consequence but it is expected that activity will increase with colder weather in the new year.

Fishing—The smelt fishermen have begun operations and the catch is reported as fair. One large plant in the vicinity of Bathurst has procured a sufficiently large harvest to keep 200 men busy during the winter months.

Mining—Production in the collieries is being maintained without any tie-up, although there is a continual shortage of certificated miners. Mines in the Amherst area are carrying on with about 85 per cent of the required staff, while in the neighbourhood of New Glasgow some 55 miners and 23 workers are needed. Placements, while satisfactory, are largely offset by releases granted on medical grounds.

In the Saint John district the lime quarries are calling for additional labourers, but the scarcity of housing accommodation makes it difficult to procure these helpers.

Manufacturing—Lay-offs of some proportions have been occurring in the region's manufacturing plants. Some 200 men and women have been released from the Canadian Car and Foundry's plant at Amherst: approximately 25 of the men have been absorbed elsewhere but none of the women, and while some of the latter can be placed through clearance, this will not occur until after the Christmas season.

At Bridgewater, the lay-off from the Foundation Maritime shipyards has been completed, with 490 men and 29 women affected. The Industrial Shipping Company, also of Bridgewater, has released 40 Newfoundlanders whose contracts had expired, and at present only a few labourers are needed. The shipyards at Springhill, having completed their contract, have paid off about 40 of their employees, about 20 of whom will be re-engaged for woods work by the same firm.

Bruce Stuart and Company of Charlotte-town have reduced their working staff from about 250 to 125, and those remaining on duty are engaged chiefly on gas engines for fishing boats and other private jobs.

The approach of the holiday season has made it difficult for short-staffed maritime industries to procure extra labour. The

Halifax office reports that very few referrals have been made on clearance orders for the local shipyards. Dehydration and processing plants in the Acadia valley, operating 24 hours a day, are short of workers. Fertilizers and lime plants in the Saint John area are calling for suitable labour and there is also a considerable shortage of staff in the city's foundries, iron works, etc.

Construction—The industry's demands on the regional labour force continue to decline. There will be no new building projects of any importance launched before spring and in the meantime many construction tradesmen have been absorbed into the logging camps or factories of the Maritimes. Military hospital building at Halifax and the wartime housing project in Saint John are making satisfactory progress, and some labour is still in demand for these programs.

Quebec Region

Agriculture—Farming activity in the province is at an end for the season but the number of farmers leaving the land for employment in other essential industry has been halted by the approach of the Christmas holidays.

Logging—The labour situation of the industry has been greatly affected by the fact that not only are there few applicants at this season, but many loggers are leaving the camps to return home for Christmas and the New Year, and will not be returning until the early part of January.

The Sherbrooke office reports a marked increase in recruiting for bushworkers, with some 50 permits to canvass issued recently. Similar activity is observed in other parts of the region, and the Montreal office reports that recruiting is proceeding at a level which should procure some 250 men during December.

Another 1,000 loggers could be used in the Chicoutimi area, in addition to the 4,000 now in the camps. Matane, also, reports about 1,200 vacancies, Levis has 400 orders and Port Alfred still needs 580 choppers. St. Joseph d'Alma is endeavouring to secure 200 to 300 men for one large company and Val d'Or could use another 600. The majority of local offices predict a satisfactory influx of bush workers in January, as work in other industries is not so plentiful as a year ago.

Mining—Little appreciable change is noted in the manpower situation of the Quebec mines. The labour demands of the gold operations in the Rouyn area are negligible at present, but the base metal mines of the area need more than 600 miners of all kinds,

as well as another 60 diamond drillers and the same number of helpers for developing and prospecting work in the neighbourhood. Although the gold mines in the Val d'Or section are still calling for labour, there has been some lessening of the demand during the past several months.

Manufacturing—The labour demands of the industry continue to decline and lay-offs are still in progress, though on a lessening scale. The Montreal office reports that to date 3,500 aircraft workers have been released from the Fairchild, Canadian Vickers and Noorduyn factories, and the United Shipyards have completed a lay-off of some 761 men. Between December 4 and December 19, 440 women were laid off from various Montreal plants, chiefly small arms munitions and radio factories.

Mass shipbuilding lay-offs are at an end in the vicinity of Quebec, and the shipyards at Levis will carry on throughout the winter with their present staff, having closed down temporarily from December 23 to January 8, when machinery repairs were being carried out. The Quebec arsenals, too, have ceased staff reductions and the recent placing of new contracts indicates that present workers will be retained indefinitely.

Lay-offs from the various plants of the Aluminum Company of Canada are continuing, with the result that unemployment insurance benefit claims in the Chicoutimi, Jonquiere and Port Alfred offices now total 1,000, and at Shawinigan Falls some 900 people are now drawing such benefits. It is expected that a considerable number of the men affected will go to the bush, or to Ontario war plants, after the Christmas holidays.

Textile plants and kindred industries are insistent in their demand for extra staff. Drummondville and Granby, Magog and Valleyfield share in a dearth of both experienced and unskilled workers. St. Jerome factories have still large unfilled orders on file for female helpers, and the Richmond office reports that textile and footwear plants are very short of labour.

Construction—While skilled building tradesmen can always be absorbed, activity is diminishing throughout the region, as projects under way reach completion. Montreal and Sherbrooke alone report an extensive demand for building labour, sharing in the need for extra bricklayers and carpenters, plumbers and electricians.

Ontario Region

Agriculture—Except for continual demand for experienced dairy hands, the agricultural in-

dustry has no present need for workers, and there are still a number of farmers applying for seasonal permits to enter other industries.

Logging—In Ontario, as in other parts of the Dominion, the annual Christmas exodus from the logging camps is reducing production substantially, but on the whole the labour situation is more satisfactory than it was last year. The Hawkesbury office reports that its extensive orders are being filled gradually, but Perth has been disappointed in the number of agriculturalists applying for bushwork. Pembroke has orders on file for some 482 bushmen and Bracebridge could handle another 250 satisfactorily. Sturgeon Falls and Timmins are calling for reinforcements after the Yuletide season, and Kirkland Lake has orders for 250 log and pulpwood cutters. Sault Ste. Marie, too, reports many vacancies and one new company commencing operations in the Batchawana area requires 100 bushworkers.

Gold Mining—There is little change in the labour situation of the understaffed mines. Kirkland Lake operations could use 200 experienced gold miners and another 200 beginners, and the Timmins office reports a decrease of 250 mine workers during the past six months. In the latter district, operations are carrying on with 60 per cent of the requisite manpower and production is down approximately 50 per cent in consequence.

Manufacturing—There has been a general easing of the demands of the industry, attributable to the influx of farmers for seasonal employment as well as to cutbacks in contracts and the resultant lay-offs. Heavy labour is still required in many sections, but the most pressing need is now for additional men and women to help carry out the Government's vital shell production program. Quite a number of the 100 employees recently released by Reliance Industries, Limited, of Belleville, have been referred to a local munitions plant, and the women's division of the Toronto office is giving foremost attention to very urgent demands for shell fillers. Wallaceburg, Fergus and New Toronto plants share in this pressing need for skilled and unskilled munitions workers.

The launching of a new craft by the Collingwood shipyards has resulted in a call for workmen for the completion of the vessel, and orders for electricians have been placed in clearance. Brantford's aircraft plant is asking for skilled and semi-skilled woodworkers, and the local manufacturers of agricultural implements are also in the market for additional staff, but the foundries of the city are decreasing the number of orders, except for toolmakers and skilled machinists.

Textile plants and kindred industries throughout Ontario are persistent in their call for workers, who are available only in limited number. Plants in Lindsay and Orangeville are especially exigent in this regard.

Lay-offs of some proportions have occurred during the month. Staggered staff reductions at the London factory of Kelvinator of Canada and Leavens Brothers (Training), Limited, are proceeding satisfactorily and no difficulty has been encountered in placing those affected in other employment. In Windsor curtailments of manufacturing activities are resulting in many plant lay-offs, including 135 men from Border Cities Industries, 89 from Chrysler Corporation and 32 from Brunner Mond Limited. The majority of Windsor's large plants are closing for three days during the Christmas season.

In Hamilton, Wallace Barnes Company Limited has laid off 190 women, most of whom have gone to other jobs, have returned to their western homes, or are not seeking other employment.

Seasonal cessation of production has resulted in several reductions of staff. At Wallaceburg the sugar refinery has released some 200 or 300 workers, most of whom have returned to neighbouring farms. Approximately 100 to 125 men have been retained to change over machinery for the later raw sugar manufacturing run.

Construction—While there is a continuous call for general labourers, building activity is confined for the most part to small scale projects, houses and repairs.

Transportation—Demands on the labour force continue to decrease. Trucking companies and bus lines are fairly well supplied with drivers and calls for railway maintenance workers have greatly diminished. The close of navigation has released the crews of lake boats for work in other essential industries, but the majority of these Great Lake seamen are enjoying a brief holiday before accepting other employment.

Prairie Region

Agriculture—Requests for assistants at this season are confined to orders for choremens and married couples for year-round employment, and few of these are available. There has been a marked diminution in the number of agriculturists leaving the farm for off-season work, and few placements are likely until after the holiday season.

Logging—The demand for labour continues to be heavy in all parts of the region, but more noticeably in the Lakehead area. While the influx of farmers has lessened appreciably as the season advanced, it is noted that with

the close of navigation there has been a considerable movement of Great Lake seamen to the woods. A fairly heavy seasonal movement from the camps is anticipated as Christmas approaches, but it is expected that the majority of those leaving will return after the turn of the year.

The consensus of local office opinion indicates that more men are interested in bush work than for some time past, and while a continuing shortage exists in some areas, on the whole, orders are being fairly well met. The Port Arthur office reports that current requirements stand at 2,000 pulp cutters and general bush labourers, for whom there is immediate need. These orders have been cleared through Manitoba and Saskatchewan and the first Ontario zone. Immediate requirements in the Fort Frances area total 250 lumbermen. A further 150 can be placed before the beginning of the year, and an additional 100 are needed for pulpwood cutting. Kenora has outstanding orders for several hundred bushmen.

Logging operators at Simonhouse, in The Pas area, have been supplied with some 60 men out of an initial order for 150, but at least another 50 are needed to complete the crew. A Cormorant lumber company, too, is calling for 50 more bushworkers, and could use 70 to 100 if obtainable.

Fishing and Trapping—Activities are proceeding normally, but the movement of the catch to the market has been retarded in some areas by the mild weather and consequent lack of snow. Arrangements are being made to recruit northern trappers for off-season work in the woods industries immediately after the New Year. An effort will be made to place these men as close to their trapping grounds as possible, in order to facilitate their return for the spring muskrat season in March.

Coal Mining—Certificated miners can always be utilized, but on the whole the prairie collieries are reasonably well supplied with labour. While Drummond, Edmonton and Red Deer operators are continually calling for experienced miners, the Blairmore office reports that as a result of discussions with the mines inspector and various coal companies, certificates are to be issued to men on payrolls in the district and promotions made in each mine to meet the demand for certificated miners.

Gold Mining—Slight improvement is apparent in the manpower situation throughout the region. Two gold mines in the Port Arthur area have recently been forced to close their mills in order to concentrate on underground developments, but the majority of the mill workers are not up to underground labour re-

quirements and have had to seek other employment.

Manufacturing—No new development of note has taken place in the industry during the past month. The textile trades and kindred industries are making the most immediate demand for labour and fur factories in Selkirk and Winnipeg are also calling for a number of workers. Very few vacancies exist in the aircraft and shell plants of Fort William and there is little activity in aircraft or shipbuilding operations at Port Arthur.

The Moose Jaw and Winnipeg offices are unable to satisfy the demand for heavy labour, but the region's packing plants on the whole are well supplied. Light labour is increasingly difficult to place, but skilled tradesmen are in demand, especially in trades calling for long training or apprenticeship.

Most of the male workers laid off from the aircraft parts department of the Port Arthur Shipbuilding Company have been absorbed elsewhere, for the most part in a local shell plant, but the majority of the women released have not applied for other positions. The Edmonton office reports that some 300 of the men released from the Aircraft Repair plant are being placed with the Alaska Wing of the United States Government.

Construction—Activity has practically ceased, and only a few projects are making demands on the provincial labour force. Additional carpenters, timbermen and riggers, who are urgently needed for the completion of the C.N.R. ore docks at Port Arthur early in 1945, will have to be brought in from outside points and must be able to work at considerable heights in cold winter weather.

Pacific Region

Agriculture—There is a negligible demand for farm labour at this season and the only movement is that of farmers to temporary employment outside of agriculture.

Logging—The need for common labour has eased considerably along the coast and this situation will prevail until after the New Year, as many camps are enjoying their customary Christmas and New Year holiday. After the festive season it is anticipated that the demand will again become fairly heavy, as there is every indication that several British Columbia operators intend to increase production now that there is promise of an adequate labour supply. For the first time in several years, logging companies in the interior are well supplied with bushmen.

Coal Mining—There is little of interest to record in the coal mining industry. Collieries at the Crow's Nest Pass continue to call urgently for unskilled workers, and if these were available it would be possible to move up to the face certified miners at present engaged in haulage and other underground labour. Any miners now being supplied are serving merely as replacements for men leaving on medical grounds.

Base Metal Mining—The situation in the province's base metal operations likewise remains unchanged. As always, requests for hard rock miners are numerous, and muckers and ball mill operators also are in general demand. The Nelson office reports that the number of men coming in from the prairies has been disappointingly small and a definite shortage of miners is threatening.

Manufacturing—There is little demand for labour in British Columbia industries at this time. The calls for shipyard workers are still comparatively heavy, but there has been a good response to clearance orders, now placed practically across Canada. The shortage of riveting crews in the Victoria yards has created a disturbing bottleneck but workers coming in from Edmonton and Vancouver are relieving the situation.

In Vancouver there is a persistent, though lessening, demand for machinists and moulders, and it is extremely difficult to meet the call for shipbuilding electricians. Sheet metal journeymen as well as pipe fitters are also required in large numbers, and there is a definite lack of qualified applicants.

The province's sawmills are calling for a minimum of workers, and the annual shutdown is due to take place shortly. In New Westminster alone, some 725 workmen are involved in this closing, which will permit mill repairs. The majority of the mills in question will reopen immediately after January 1.

Lay-offs during the month have been of a minor nature. Several small staff reductions have occurred in New Westminster foundries and engineering plants, and the C.P. Airlines are continuing to release 10 to 15 employees weekly with the result that the plant has now little more than a maintenance skeleton crew.

Construction—Scarcity of building materials has lessened labour demands, and for the most part British Columbia carpenters are being employed on low priority jobs. The high priority order for carpenters for the province's military hospital program have mostly been filled, and airport construction at Courtenay is practically completed.

Applications for Employment; Vacancies and Placements; November, 1944

REPORTS received from Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period November 3 to November 30, 1944, showed a gain of 5 per cent in business transacted, when compared with the preceding period September 29 to November 2, 1944, and an increase of 3.2 per cent in comparison with the five-week period October 29 to December 2, 1943, this computation being based on the average number of placements recorded daily. Under the first comparison the most noteworthy changes were a substantial expansion in forestry and logging, an appreciable improvement in trade and moderate declines in services and agriculture. When compared with the five weeks ending December 2, 1943, though a fairly substantial decrease was recorded in manufacturing, the marked gain in forestry and logging and small increase in trade offset losses in all other industrial groups.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each one hundred applications being 89.4 during the four weeks ending November 30, 1944, in contrast with 106.4 during the preceding five weeks and 107.7 during the five weeks October 29 to December 2, 1943. The ratio of placements to each one hundred applications was 68.2 as compared with 70.5 in the previous period and 72.4 in the five-week period ending December 2, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 8,547 compared with 9,357 during the preceding five-week period and 9,385 in the period October 29 to December 2, 1943. The average number of applications for employment received daily by the offices during the four weeks ending November 30, 1944, was 9,554 in comparison with 8,791 in the previous five weeks and 8,710 in the five weeks ending December 2, a year ago. The average number of placements made daily by the offices during the four weeks November 3 to November 30, 1944, was 6,518 of which 6,376 were in regular employment and 142 in work of one week's duration or less, as compared with a total daily average of 6,202 during the

previous five weeks. Placements in the five weeks ending December 2, 1943, averaged 6,314 daily, consisting of 6,163 placements in regular and 151 in casual employment.

During the period November 3 to November 30, 1944, the offices of the Commission referred 215,130 persons to vacancies and effected a total of 156,438 placements. Of these the placements in regular employment were 153,028 of which 101,356 were of males and 51,672 of females, while casual placements totalled 3,410. The number of vacancies reported by employers was 131,327 for males and 73,804 for females, a total of 205,131, and applications for work numbered 229,290, of which 152,850 were from males and 76,440 from females. Reports for the five weeks September 29 to November 2, 1944, showed 271,350 positions available, 254,937 applications made and 179,860 placements effected, while from October 29 to December 2, 1943, there were recorded 281,536 vacancies, 261,309 applications made and 189,410 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1934, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944 (48 weeks).....	1,589,882	43,119	1,633,001

Nova Scotia and Prince Edward Island

Opportunities for employment at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending November 30, 1944, numbered 289 daily in comparison with 297 in the previous period and 361 during the five weeks October 29 to December 2, 1943. Placements recorded a daily average of 219 during both the period under review and the preceding five weeks, but 256 during the period terminating December 2 a year ago. Moderate decreases in public utilities operation, construction and trade were the only changes of importance in the daily average of placements from the five weeks ending December 2 last year.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario during the period under review, was 3,468 as compared with 3,703 in the previous five weeks and 3,779 during the period ending December 2 a year ago. The average number of placements registered daily was 2,551 during the four weeks November 3 to November 30, in contrast with 2,515 in the preceding period and 2,542 during the five weeks terminating December 2, 1943. The gain in the daily average of placements over the period October 29 to December 2 last year, was due to a fairly large increase in forestry and logging, supplemented by moderate advances in construction, trade, mining and public utilities operation. The improvement in these groups was almost entirely offset by a fairly large loss in manufacturing and a moderate decline in agriculture. Placements by industrial divisions numbered: manufacturing 27,965; services 9,325; trade 9,098; forestry and logging 5,254; public utilities operation 3,904; construction 3,650 and mining 1,068. There were 37,471 men and 22,892 women placed in regular employment.

Manitoba

Employment opportunities, as indicated by orders received at Employment Offices in Manitoba during the four weeks ending November 30, showed a daily average of 406, in comparison with 458 in the period terminating November 2, and 412 during the five weeks ending December 2 last year. There was a daily average of 335 placements in contrast with 274 in the previous period and 338 during the five weeks October 29 to December 2 a year ago. The reduction in placements from the period ending December 2, 1943, was small for the province as a whole under this comparison. The most significant changes were losses in services and mining, and gains in trade and manufacturing. Placements by industries included: manufacturing 2,667; trade 2,089; services 1,800; public utilities operation 747; construction 317 and mining 181. Regular placements numbered 3,555 of men and 3,486 of women.

Saskatchewan

During the period under review, the daily average of positions offered through Employment Offices in Saskatchewan was 217, compared with 296 in the preceding five weeks and 228 during the period terminating December 2, 1943. Placements registered a daily average of 191, in comparison with 179 in the previous five weeks and 178 during the period ending December 2 last year. The only gain of importance in the daily average of placements

when compared with the period terminating December 2, a year ago, was a moderate increase in trade. Of the small changes in other industrial groups, the gains exceeded the losses. Industries in which employment was found for more than 100 workers included: services 1,355; trade 1,246; manufacturing 999; public utilities operation 358; forestry and logging 172; construction 158 and agriculture 136. Placements in regular employment numbered 2,468 of men and 1,787 of women.

Alberta

Orders received at Employment Offices in Alberta during the four weeks terminating November 30, 1944, called for an average of 420 workers daily in contrast with 461 in the preceding period and 473 during the five weeks ending December 2, 1943. The average number of placements effected daily was 341 during the period under review, in comparison with 307 in the previous five weeks and 370 during the period terminating December 2 a year ago. The decline in the daily average of placements from the period October 29 to December 2 last year, was greatest in construction. Losses smaller in volume were recorded in services and trade but were offset by a moderate gain in forestry and logging. Placements by industrial divisions numbered: manufacturing 1,985; services 1,836; trade 1,417; forestry and logging 798; mining 668; public utilities operation 662; construction 594 and agriculture 154. There were 5,183 men and 2,578 women placed in regular employment.

British Columbia

There was a decrease in the average number of positions available daily at Employment Offices in British Columbia during the period ending November 30, 1944, there being 805 in contrast with 997 in the previous five weeks and 857 during the period terminating December 2 last year. Placements, likewise, decreased under both comparisons, the daily average being 655 during the four weeks under review, in contrast with 687 in the preceding period and 662 during the five weeks October 29 to December 2, 1943. Reduced placements in manufacturing and construction accounted for the decrease from the five weeks ending December 2 a year ago. Moderate improvement was noted in forestry and logging, and public utilities operation, with small changes only being reported in remaining groups. Industrial divisions in which the majority of placements were effected were: manufacturing 4,635; services 3,187; trade 2,477; forestry and logging 2,008; public utilities operation 1,548; construction 1,216 and mining 417. Regular placements numbered 10,500 of men and 4,666 of women.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 3 TO NOVEMBER 30, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	571	315	1,051	869	408	1	366
Charlottetown.....	268	285	629	480	185	1	302
Summerside.....	303	30	422	389	223		64
Nova Scotia	6,370	7,207	6,384	6,725	4,771	79	2,060
Amherst.....	63	40	137	97	64		84
Bridgewater.....	228	214	155	75	57		121
Dartmouth.....	131	245	103	119	114		24
Digby.....	72	103	67	62	53		37
Glace Bay.....	232	302	373	217	183		140
Halifax.....	2,349	3,556	2,244	2,791	1,804		560
Inverness.....	61	27	45	43	32	3	7
Kentville.....	248	369	189	131	188	3	82
Liverpool.....	98	402	140	120	148		29
New Glasgow.....	1,111	652	898	1,074	748	46	267
New Waterford.....	120	271	160	113	54		61
Pictou.....	136	44	149	137	122	1	21
Springhill.....	59	169	73	62	52		9
Sydney.....	687	195	578	934	564	25	372
Sydney Mines.....	179	77	246	187	147		95
Truro.....	394	230	323	382	256	1	92
Yarmouth.....	202	311	204	181	185		59
New Brunswick	6,022	7,718	6,773	6,319	5,012	47	1,961
Bathurst.....	65	310	742	637	599		90
Campbellton.....	134	570	344	231	167	16	173
Edmundston.....	381	1,063	418	407	368	12	153
Fredericton.....	300	213	325	337	205		100
Minto.....	558	466	230	213	202		24
Moncton.....	1,891	2,249	2,001	1,987	1,385	15	813
Newcastle.....	129	239	154	147	190		36
Saint John.....	1,936	1,208	2,126	1,985	1,576	3	455
Saint Stephen.....	145	366	129	125	91		38
Sussex.....	213	317	189	176	163	1	38
Woodstock.....	270	717	115	74	65		41
Quebec	64,574	47,965	74,262	61,450	48,251	126	26,177
Acton Vale.....	63	43	113	67	58		67
Asbestos.....	150	112	87	73	61	2	41
Basie St. Paul.....	164	312	194	155	155		13
Beauharnois.....	273	176	270	175	134		78
Buckingham.....	376	203	504	259	355		60
Campbell's Bay.....	75	440	331	336	314		95
Causapsal.....	1,634	1,399	1,249	1,227	1,190		167
Chandler.....	1,064	338	1,359	1,250	1,274		82
Chicoutimi.....	569	267	2,396	2,017	1,666		594
Coaticook.....	235	20	602	589	583		28
Cowansville.....	125	69	134	116	110		25
Dolbeau.....	712	1,087	1,491	1,469	1,463		41
Drummondville.....	425	109	708	544	436		701
East Angus.....	35	58	242	151	99	2	53
Farnham.....	144	66	161	131	128		37
Granby.....	448	293	604	404	346		185
Hull.....	719	429	1,129	724	612	1	278
Joliette.....	550	256	837	872	425	7	70
Jonquière.....	643	640	641	287	146		360
Lachine.....	545	391	773	690	557		201
Lachute.....	272	168	360	263	169		99
La Malbaie.....	407	263	310	293	208		84
La Tuque.....	372	211	857	818	778		89
Lévis.....	1,473	107	1,988	1,453	1,360		288
Longueuil.....	287	272	299	168	180		113
Louiseville.....	288	67	459	367	303		77
Magog.....	148	29	231	216	121	1	151
Matane.....	1,811	2,283	1,723	1,605	1,659		144
Megantic.....	546	178	778	599	617		117
Mont Laurier.....	376	187	326	315	315		27
Montmagny.....	153	66	269	178	187		73
Montmorency.....	386	17	722	424	380		390
Montreal.....	26,943	24,967	24,912	22,776	14,922	92	11,379
Plessisville.....	83	66	113	173	62		68
Pointe aux Trembles.....	689	461	581	563	504		111
Port Alfred.....	71	231	320	229	221		145
Québec.....	4,311	2,696	6,455	4,049	3,035		4,358
Richmond.....	71	91	99	45	40		28
Rimouski.....	1,057	210	1,452	1,549	1,378		72
Rivière du Loup.....	2,161	1,855	1,145	980	902		155
Roberval.....	220	104	200	195	186		89
Royn.....	2,252	933	2,085	2,130	1,813		178

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 3 TO NOVEMBER 30, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe.....	406	330	268	248	241	1	39
Ste. Anne de Bellevue.....	156	61	159	147	124		58
Ste. Thérèse.....	917	521	778	778	590		186
St. Hyacinthe.....	616	503	542	452	387	1	139
St. Jean.....	730	256	846	789	556		83
St. Jerome.....	401	200	503	459	381		103
St. Joseph d'Alma.....	137	10	591	118	126		66
St. Paul l'Ermite.....	681	97	483	482	777		58
Shawinigan Falls.....	468	140	1,063	457	353		579
Sherbrooke.....	1,021	378	1,465	1,053	685	19	378
Sorel.....	537	106	977	560	495		57
Thetford Mines.....	1,138	165	1,474	1,130	1,038		347
Three Rivers.....	990	330	1,795	970	886		1,196
Val d'Or.....	727	526	587	474	431		112
Valleyfield.....	658	367	933	570	389		358
Verdun.....	1,450	1,680	1,903	1,638	1,092		850
Victoriaville.....	235	125	386	231	191		157
Ontario.....	83,234	64,003	78,787	85,779	60,363	869	18,306
Arnprior.....	119	71	199	155	113		34
Barrie.....	246	169	350	289	180		82
Belleville.....	717	310	613	832	549		132
Bracebridge.....	125	401	230	169	186		41
Brampton.....	183	364	224	224	161		43
Brantford.....	1,677	954	1,340	1,352	1,049	12	239
Brockville.....	185	62	273	235	173		56
Carleton Place.....	59	68	92	86	75		15
Chatham.....	608	288	809	763	479	3	211
Cobourg.....	85	36	149	121	81		27
Collingwood.....	184	109	165	110	103		12
Cornwall.....	724	110	1,321	997	678	24	240
Dunnville.....	57	31	127	74	68		7
Fergus.....	78	59	113	94	74		14
Fort Erie.....	113	437	249	208	275		34
Fort Frances.....	80	973	321	246	311		80
Fort William.....	1,631	2,522	989	1,070	1,029		226
Galt.....	687	631	603	629	467		100
Gananoque.....	67	11	95	89	75		20
Goderich.....	136	44	213	183	132		29
Guelph.....	636	347	689	682	495		119
Hamilton.....	4,787	4,609	5,595	6,749	4,044	104	1,254
Hawkesbury.....	116	40	313	152	95		79
Ingersoll.....	79	105	165	131	74		23
Kapuskasing.....	724	1,141	1,141	1,141	1,163		31
Kenora.....	689	819	140	117	169		44
Kingston.....	749	687	1,034	1,155	635		327
Kirkland Lake.....	772	612	1,241	937	765	10	183
Kitchener.....	1,277	972	1,045	1,307	1,001	1	153
Leamington.....	257	75	430	446	287		116
Lindsay.....	142	29	238	182	170		21
Listowel.....	81	55	163	169	84		41
London.....	2,376	1,288	2,437	3,301	1,782	137	659
Midland.....	226	150	282	254	179	10	103
Napanee.....	49	33	68	65	38		21
Newmarket.....	136	101	182	182	119		50
New Toronto.....	1,279	1,287	1,133	956	666		245
Niagara Falls.....	498	249	666	707	428	1	192
North Bay.....	1,075	871	1,458	1,363	1,249	34	182
Orangeville.....	111	73	161	125	80	2	24
Orillia.....	312	355	427	409	260		122
Oshawa.....	981	611	1,493	1,223	1,050	17	474
Ottawa.....	4,733	1,652	4,797	5,220	3,522	31	512
Owen Sound.....	409	161	464	432	284	23	118
Paris.....	68	113	50	53	33		15
Parry Sound.....	487	271	422	450	523		103
Pembroke.....	1,039	743	966	971	995		90
Perth.....	177	119	159	143	110	2	26
Peterborough.....	770	637	1,018	1,203	791		214
Pictou.....	110	27	186	123	98	1	52
Port Arthur.....	3,846	5,121	1,222	1,245	1,174		340
Port Colborne.....	238	188	336	211	225		85
Port Hope.....	73	61	125	124	84	1	25
Prescott.....	208	137	231	194	178		23
Renfrew.....	129	299	199	234	164		71
St. Catharines.....	1,191	435	1,368	1,618	1,206		593
St. Thomas.....	568	282	592	646	467	7	126
Sarnia.....	713	330	926	679	568		189
Sault Ste. Marie.....	446	1,540	705	608	601	2	97
Simcoe.....	1,328	916	559	581	514	3	29
Smiths Falls.....	124	37	156	153	120		33

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 3 TO NOVEMBER 30, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford.....	293	219	431	419	237	22	105
Sturgeon Falls.....	85	70	130	104	56		25
Sudbury.....	1,208	2,717	2,169	1,674	1,919	26	449
Tilsonburg.....	90	37	122	106	93		8
Timmins.....	1,362	1,282	1,706	1,591	1,315	21	726
Toronto.....	29,101	18,450	21,154	27,366	16,564	224	5,854
Toronto Junction.....	3,107	1,849	2,683	3,102	2,009	15	538
Trenton.....	363	191	396	391	317		68
Walkerton.....	204	121	293	245	179		34
Wallaceburg.....	148	136	216	236	192		65
Welland.....	940	1,205	840	857	687		89
Weston.....	1,029	723	547	513	1,050		79
Windsor.....	3,124	1,192	4,179	4,178	2,644	136	1,331
Woodstock.....	410	583	389	436	373		89
Manitoba.....	9,742	5,910	12,431	12,852	7,041	1,000	4,644
Brandon.....	416	387	515	465	370		209
Dauphin.....	203	832	409	223	120		144
Flin Flon.....	229	88	186	187	234	10	32
Portage la Prairie.....	149	88	202	167	124		68
Selkirk.....	96	53	138	105	67		60
The Pas.....	43	312	107	62	53	3	42
Winnipeg.....	8,606	4,150	10,874	11,643	6,073	987	4,089
Saskatchewan.....	5,206	3,944	10,009	8,456	4,255	315	2,913
Estevan.....	118	125	178	137	142		54
Moose Jaw.....	607	222	972	1,097	529	30	397
North Battleford.....	200	192	463	251	7		87
Prince Albert.....	600	695	1,044	705	532	15	400
Regina.....	1,890	1,061	2,836	3,316	1,417	205	615
Saskatoon.....	1,179	680	2,701	1,899	961	65	756
Swift Current.....	136	74	302	271	108		100
Weyburn.....	105	59	216	131	67		81
Yorkton.....	371	836	1,297	649	392		423
Alberta.....	10,087	4,857	13,179	11,509	7,761	418	4,481
Black Diamond.....	110	21	123	100	146		27
Blairmore.....	118	138	111	94	139		31
Calgary.....	2,626	1,138	4,261	3,749	2,100	222	1,581
Drumheller.....	343	363	196	255	143		55
Edmonton.....	5,157	2,254	6,829	5,702	4,066	184	2,361
Edson.....	662	337	241	241	339		41
Lethbridge.....	341	253	803	848	315	12	219
Medicine Hat.....	312	96	437	355	284		118
Red Deer.....	418	257	178	165	229		48
British Columbia.....	19,325	10,687	26,414	21,141	15,166	555	11,563
Chilliwack.....	214	63	251	214	213		81
Courtenay.....	263	292	185	128	197		82
Cranbrook.....	241	142	249	254	395		31
Dawson Creek.....	146	72	117	117	100		44
Duncan.....	229	151	261	248	357		70
Fernie.....	75	159	70	59	53		26
Kamloops.....	357	149	356	315	337		79
Kelowna.....	253	132	307	295	253		102
Nanaimo.....	274	109	316	285	222	4	193
Nelson.....	216	341	456	286	212		286
New Westminster.....	1,093	447	1,529	1,261	926	28	1,062
North Vancouver.....	304	148	315	247	218		221
Penticton.....	211	57	230	217	222		45
Port Alberni.....	385	133	253	228	304		111
Prince George.....	553	348	691	643	612	13	90
Prince Rupert.....	379	204	481	392	308		142
Princeton.....	91	141	93	88	107	17	21
Trail.....	323	217	393	306	320		199
Vancouver.....	11,222	6,126	16,940	13,350	7,937	415	7,249
Vernon.....	424	156	500	396	415	35	124
Victoria.....	1,781	953	2,191	1,571	1,248	43	1,233
Whitehorse.....	291	147	190	221	210		72
Canada.....	205,131	152,606	229,290	215,130	153,028	3,410	72,471
Males.....	131,327	110,088	152,850	137,501	101,356	1,018	45,095
Females.....	73,804	42,518	76,440	77,629	51,672	2,392	27,376

Labour Law

Recent Regulations under Dominion and Provincial Legislation

FIVE representatives of the Department of Veterans' Affairs have been appointed as members of Regional Selective Service Advisory Boards. An arrangement regarding deductions which an employer may make for board and lodging he supplies to each soldier in his employ, has been made between the Minister of National Defence and the Minister of Labour. Canadian Forces detailed for duty in civilian employment are entitled to receive only their military pay and allowances, including Dependents' Allowance. Amendments have been made to the Wartime Salaries Order. Regulations have been made under the War Service Grants Act. Contribution and Benefit Regulations under the Unemployment Insurance Act were amended.

In the provincial field, an Order under the Alberta Boilers Act waives the provision that no temporary certificate may be issued to any person that would permit him to have charge of any steam-plant, exceeding 100 horsepower, unless he holds a required certificate. Alberta regulations regarding the issue of temporary welders' licences have been relaxed, due to the present shortage of welders. The "Hours of Work" clause in all Orders under the Nova Scotia Female Minimum Wage Act, is amended to read that all hours worked in excess of a maximum of 48 per week, must be counted as overtime, and must be paid for at time and a half.

Dominion

Appointments to Regional Selective Service Advisory Boards

An Order in Council, P.C. 8937, made December 12, 1944, and gazetted December 18, appoints the following persons, representing the Department of Veterans' Affairs, to be members of Regional Selective Service Advisory Boards:—

Mr. G. C. Derby, of Vancouver, B.C., to the Pacific Employment Region; Mr. W. G. Rumball, of Winnipeg, Manitoba, to the Prairie Employment Region; Mr. George McRae, of Toronto, Ontario, to the Ontario Employment Region; Major H. M. Bell of Montreal, Quebec, to the Quebec Employment Region; and Mr. J. H. Barnett, of Saint John, New Brunswick, to the Maritime Employment Region.

Employment of Members of the Canadian Army

An Order in Council, P.C. 50/9555, made December 28, 1944, confirms to December 1, 1944, an arrangement between the Minister of National Defence and the Minister of Labour made under Order in Council P.C. 7429, October 3, 1944 (L.G., 1944, p. 1309) which deals with employment of members of the Canadian Army on Active Service employed on projects or undertakings in Canada deemed to be in the National Interest.

Under the arrangement an employer may deduct not more than \$1.50 per diem for board and lodging which he supplies for each soldier in his employ. A maximum of \$1.25 per diem may be charged against the soldier's account while he is so employed, in accordance with the Army subsistence rate. Any charge for board and lodging between \$1.25 per diem and the maximum allowance of \$1.50 for each soldier, is to be charged to the Department of National Defence (Army). Expenditure under the arrangement may not exceed \$1,000.

War Service Gratuity Regulations

Regulations under The War Service Grants Act, 1944 (L.G., 1944, p. 1174) were approved by Order in Council (P.C. 9440), December 19, 1944, and gazetted December 26.

The gratuity provided by the Act for every member of the forces, upon discharge, is to be computed at the rate of \$7.50 for every completed period of thirty days of service, together with an additional 25 cents for every day of overseas service which falls within this period. Overseas service begins on the day of posting overseas and concludes on the day taken on strength on return from overseas. Temporary duty commences on the day of proceeding from the parent unit and concludes on the day of return.

In calculating the supplement for overseas service, all allowances payable on a daily

basis, and also dependents' allowance, are to be included in the expression "pay and allowances", with the following exceptions: (a) kit upkeep allowance; (b) underclothing allowance; (c) travelling allowance; (d) lodging and provision allowance or subsistence allowance, in excess of the standard rates payable in Canada at the date of discharge; (e) any special allowance payable overseas but not payable in respect of service in Canada. Pay and allowances, and also dependents' allowance, in issue to a member of the forces at the date of discharge, must be used in calculating the supplement to the gratuity, unless, solely resulting from his posting to a special discharge unit prior to discharge, a lower rate of pay and allowances was in issue at the date of discharge, in which case the pay and allowances and dependents' allowance in issue at the last unit where the person concerned served in his normal capacity, must be used to calculate the supplement.

If any member rejoins the forces after his services have been terminated by discharge or dismissal for misconduct he is not to be barred from the benefits provided in the Act in respect of his service, after rejoining, merely by reason of the circumstances attending the first termination of service. The regulations also provide for the establishment of a Board of Review, to be composed of a chairman and two or more members, appointed by the Minister of National Defence, with power to decide cases in which applications for grants have been refused on the ground that the applicant had been discharged or dismissed owing to misconduct.

When a person has had service in more than one force, benefits must be calculated as if his total service had been uninterrupted in any one of these forces, and the benefits payable to him, including overseas service in one or more forces, must be calculated proportionately, considering the time spent in each force, and the pay and allowances in issue to him at the date of discharge from each force in which he has seen overseas service.

The Minister, or designated authority, must decide whether pecuniary benefits granted by the government of any of His Majesty's Dominions other than Canada are of the same nature as the gratuity or credit payable under the Act. Benefits of the same nature received from another British dominion must be deducted from the gratuity to the extent of the amount payable, and the balance of such benefits must be deducted from the re-establishment credit.

Under the Act no gratuity payable or credit available to a member of the forces or his dependents is subject to attachment, levy,

seizure or assignment under any legal process, or to taxation. The regulations provide that it must not be assigned, charged, anticipated, commuted, given as security or otherwise dealt with, prior to its being paid out to the member of the forces or other person who may be entitled to the benefit. Any purported assignment or other transaction relating to the gratuity or credit made contrary to these provisions is void and of no effect.

These Regulations came into operation January 1, 1945, except those necessary to make the Act effective from its commencement, which came into operation December 19, 1944.

Unemployment Insurance Benefit Regulations Amended

An amendment in the Unemployment Insurance Benefit Regulations (L.G., 1942, p. 196; 1943, p. 1417) approved by Order in Council (P.C. 8061), November 24, 1944, and gazetted December 30, replaces the section governing delay in making application for benefit. The new section provides that where good cause is shown for such delay the period of unemployment shall, for the purposes of the second statutory condition, begin on a day determined by the insurance officer which must not be earlier than the day on which the period of unemployment actually began.

Unemployment Insurance Contribution Regulations Amended

A further Order in Council (P.C. 8062), made and gazetted on the same dates, amends the Unemployment Insurance Contribution Regulations (L.G., 1943, p. 1414) relating to the number of contribution days and bulk payment contributions.

Where a person is employed on each working day in a pay period, other than a semi-monthly or monthly pay period, a contribution must be paid for each working day and each recognized holiday during the pay period. Where a person is employed on each working day in a semi-monthly or monthly pay period contributions are to be paid for 13 or 26 days respectively in each pay period, or for the actual number of working days in a particular pay period and for any recognized holidays in that pay period. Only one of these methods may be used by an employer in respect of a particular employed person. If a person is not employed for the whole pay period a contribution must be paid for each day on which work is done by him, subject to the regulations dealing with abnormal working days and overlapping days. In any case not coming within the above categories,

the employer must submit to the Commission for approval a method of determining the number of daily contributions payable.

Bulk payment contributions, must be calculated by multiplying the number of days for which contributions are payable by one-sixth of the weekly rate of contributions set out in the second Schedule to the Act.

Other Orders

The following orders are summarized elsewhere in the *LABOUR GAZETTE*:

P.C. 9201, amending the Wartime Salaries Order; and P.C. 9505, approving appointment to the Regional War Labour and the Wartime Labour Relations Board of Nova Scotia.

Provincial

Alberta Boilers Act

An Order in Council made December 4, 1944, and gazetted December 15 waives, for the period of one year from November 20, 1944, the provision of the Regulations as to Qualifications and Examination of Engineers and Firemen which stipulates that no temporary certificates may be issued to any person that would permit him to have charge of or operate any engine, boiler or steam plant, exceeding 100 horse-power, unless he holds a valid Engineer's Certificate of not less than one grade lower than the certificate required. Authority may now be granted to applicants of approved standing to operate steam plants.

Alberta Welding Act

Due to the present shortage of welders, the regulations regarding the issue of temporary licences have been relaxed by an order made December 4, and gazetted December 15, 1944. For a period of one year, the length of employment required of a candidate in order to qualify for an examination for a temporary certificate under The Welding Act, may be varied. Formerly, a specific length of time was necessary, according to the class of welder's certificate required (L.G., 1939, p. 675).

Nova Scotia Female Minimum Wage Act

By an Order made December 13, 1944, and gazetted December 20, the "Hours of Work"

clause in all Orders of the Nova Scotia Minimum Wage Board is amended as from December 28, 1944. The clause now stipulates that all hours worked in excess of 48, or in excess of the normal number of hours worked, if this number is less than 48, must be counted as overtime, and must be paid for at a rate of not less than time and a half.

Quebec Minimum Wage Act

By-law B-2 of the Minimum Wage Commission (L.G., 1940, p. 1037) made September 6, 1944, and gazetted September 14, governing the keeping of registers, was repealed by an Order made November 4, 1944, and gazetted December 16, coming into effect on the latter date.

Quebec Minimum Wage Act

By-law B-4 of the Quebec Minimum Wage Commission, made August 27, 1940, and gazetted September 14 (L.G., 1940, p. 1037) and governing the mode of payment of wages, is repealed by a by-law made November 15, 1944, and gazetted December 9.

Renewal: Order No. 33 governing wholesale foodstuffs in the district of Quebec (L.G., 1943, p. 1745) is maintained in force until January 1, 1946, by an Order made November 21, 1944, and gazetted December 16.

Prices

Prices, Retail and Wholesale, in Canada, December, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

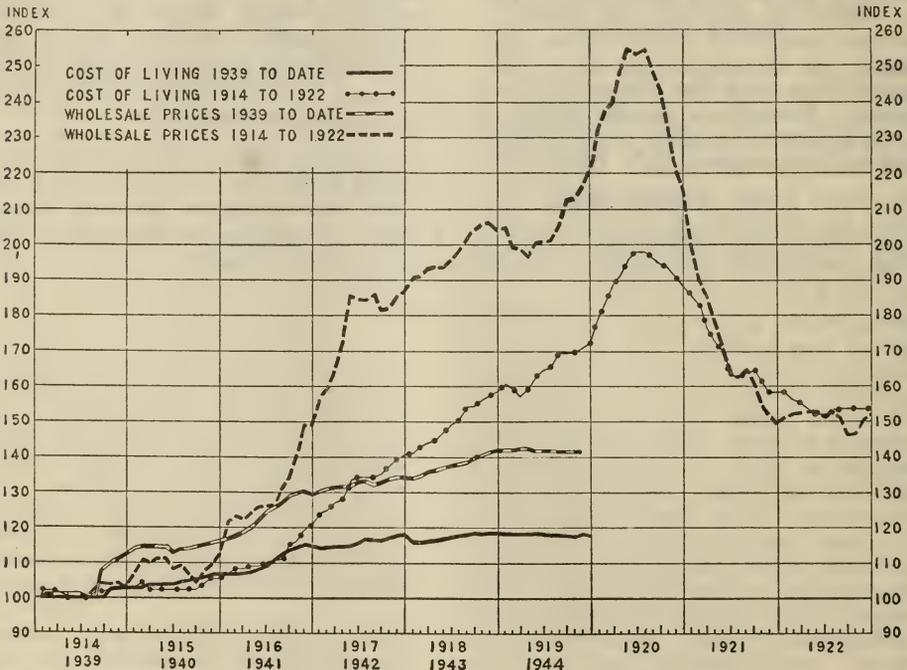
A DECLINE of 0.4 to 118.5 (1935-39=100) occurred for the Dominion Bureau of Statistics cost-of-living index between November 1 and December 1, 1944. Weakness in foods was responsible, a decline of 1.3 points to 130.3 in this series reflecting lower prices for eggs, vegetables and fruits. Other group indexes were unchanged in December at 112.0 for rentals, 108.1 for fuel and light, 121.6 for clothing, 118.4 for homefurnishings and services and 108.9 for miscellaneous items.

When compared with the December, 1943, figure of 119.3 the current level for the cost-of-living index showed a decline of 0.8 points. A rise of 2.7 points has occurred since the implementation of the price ceiling on December 1, 1941.

Changes in the cost-of-living indexes for eight regional cities, August, 1939=100, were comparatively small between October and December 1944. The largest change was a drop of 0.5 to 116.5 in the Toronto index due to lower prices for foods and a rebate in electricity rates. Saint John at 118.4 for December was 0.3 points lower, as the food index moved downward. A decline of the same amount in the Vancouver index to 116.9 likewise reflected easier food quotations along with a drop in the fuel and light index. Lower food prices were responsible also for a loss of 0.2 to 115.6 in the Edmonton Index. On the other hand, December food quotations were slightly higher in Montreal, advancing the composite index 0.1 to 120.2. Cost-of-living indexes for Hali-

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



fax at 118.4, Winnipeg 115.8 and Saskatoon 119.2 remained unchanged. Over the past year point changes in city indexes were as follows: Winnipeg +0.4, Halifax +0.3, Saint John -0.1, Saskatoon -0.3, Edmonton -0.4, Vancouver -0.7, Toronto -0.9 and Montreal -1.2.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows

the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (3.3 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Activities of the Wartime Prices and Trade Board*.

Wholesale Prices, December, 1944

Wholesale prices recorded a net gain of 0.1 to 102.5 between November and December, 1944, but absolutely no change when compared with December, 1943. Non-metallic minerals advanced 0.9 to 102.7 between November and December, reflecting higher prices for bituminous coal imported from the United States, and also a seasonal increase

(Continued on page 112)

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1913.....		79·7	88·3	74·3	76·9	88·0		70·3	
1914.....		80·0	91·9	72·1	75·4	88·9		70·3	
1915.....		81·6	92·7	69·9	73·8	96·8		70·9	
1916.....		88·3	103·3	70·6	75·4	110·8		74·5	
1917.....		104·5	133·3	75·8	83·8	130·3		81·5	
1918.....		118·3	152·8	80·2	92·2	152·3		91·4	
1919.....		130·0	163·3	87·6	100·7	175·1		101·2.....	
1920.....		150·5	188·1	100·2	119·9	213·1		110·3	
1921.....		132·5	143·9	109·1	127·6	123·4		112·5	
1922.....		121·3	121·9	113·7	122·2	147·0		112·5	
1926.....		121·8	133·3	115·9	116·8	139·1		106·1	
1927.....		119·9	130·8	114·5	114·4	135·6		105·1	
1928.....		120·5	131·5	117·3	113·2	135·5		104·8	
1929.....		121·7	134·7	119·7	112·6	134·8		105·0	
1934.....		95·6	92·7	93·2	102·1	97·1		97·8	
1935.....		96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936.....		98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937.....		101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938.....		102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1.....	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1.....	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2.....	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1.....	103·9	130·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year.....		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2.....	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1.....	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2.....	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1.....	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year.....		105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2.....	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1.....	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2.....	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1.....	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1.....	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year.....		111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2.....	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1.....	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2.....	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1.....	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year.....		117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2.....	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
April 1.....	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
July 2.....	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
October 1.....	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
Year.....		118·4	130·7	111·5	112·9	120·5	118·0	108·0	124·5
1944									
January 3.....	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1.....	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1.....	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1.....	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1.....	118·3	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1.....	118·1	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1
July 3.....	118·1	119·0	132·0	111·9	108·9	121·5	118·3	109·0	125·6
August 1.....	118·0	118·9	131·5	111·9	108·7	121·5	118·5	109·0	125·3
September 1.....	117·9	118·8	131·2	111·9	108·7	121·5	118·4	109·0	125·2
October 2.....	117·7	118·6	130·8	112·0	108·7	121·6	118·4	108·9	124·9
November 1.....	118·0	118·9	131·6	112·0	108·1	121·6	118·4	108·9	125·3
December 1.....	117·6	118·5	130·3	112·0	108·1	121·6	118·4	108·9	124·7

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1944

Base Aug. 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	118.4	139.2	105.7	107.5	117.8	115.0	109.0
Saint John.....	118.4	130.8	107.8	112.9	121.8	116.2	109.9
Montreal.....	120.2	136.3	108.7	106.5	124.3	118.5	106.9
Toronto.....	116.5	127.0	111.1	117.9	118.1	114.0	108.6
Winnipeg.....	115.8	129.4	104.6	110.0	119.4	115.8	107.8
Saskatoon.....	119.2	133.9	113.1	110.4	119.4	119.9	107.3
Edmonton.....	115.6	131.0	100.0	103.6	124.3	117.2	108.3
Vancouver.....	116.9	132.6	100.2	111.3	124.1	115.7	108.7

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—DECEMBER, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR DECEMBER, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	May 1943	Aug. 1943	Nov. 1943	Feb. 1944	May 1944	Aug. 1944	Oct. 1944	Nov. 1944	Dec. 1944	Price Dec. 1944
Beef, sirloin steak.....	lb.	100.0	120.7	143.0	145.5	144.1	143.0	143.0	154.1	154.5	154.1	153.8	42.9
Beef, round steak.....	lb.	100.0	125.7	154.9	158.2	155.7	154.4	154.4	166.7	167.1	166.7	166.7	39.5
Beef, rib roast.....	lb.	100.0	125.5	155.7	164.3	173.9	173.9	173.5	173.0	172.2	172.2	172.2	39.6
Beef, shoulder.....	lb.	100.0	132.7	172.3	178.6	181.1	180.5	179.9	161.6	161.6	161.6	161.0	25.6
Beef, stewing.....	lb.	100.0	136.7	180.2	184.1	181.7	180.2	180.2	168.3	169.0	169.0	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	176.3	179.9	182.8	177.5	173.4	174.0	174.6	174.0	174.0	29.4
Lamb, leg roast.....	lb.	100.0	109.9	137.7	157.4	126.4	141.2	143.3	155.3	151.1	148.2	147.2	41.8
Pork, fresh loins.....	lb.	100.0	125.3	135.4	138.5	139.6	138.8	138.8	139.2	138.8	140.8	141.2	36.7
Pork, fresh shoulder.....	lb.	100.0	127.0	144.4	145.4	148.5	146.9	146.4	146.4	146.4	143.9	142.9	28.0
Bacon, side, med. sliced.....	lb.	100.0	132.3	139.1	140.0	140.6	140.6	140.3	140.0	140.0	140.6	140.9	45.8
Lard, pure.....	lb.	100.0	151.3	162.3	162.3	162.3	162.3	153.5	150.9	151.8	152.6	154.4	17.6
Shortening, vegetable.....	lb.	100.0	134.7	137.5	137.5	137.5	137.5	137.5	137.5	137.5	136.8	136.8	19.7
Eggs, Grade "A" fresh.....	doz.	100.0	156.4	134.2	162.5	181.6	140.5	135.5	141.4	155.3	171.1	158.6	48.2
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	145.8	141.8	144.0	145.2	145.8	143.2	145.4	145.8	145.8	39.8
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.4	166.3	166.3	166.8	164.9	163.5	163.9	164.4	164.4	34.2
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	4.2
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkg.	100.0	101.0	101.1	101.1	101.1	101.1	101.1	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	132.1	132.1	132.1	136.8	138.7	138.7	138.7	138.7	137.7	14.6
Peas, canned, 2's.....	tin	100.0	117.5	120.0	120.8	121.7	124.2	124.2	124.2	124.3	123.3	122.5	14.7
Corn, canned, 2's.....	tin	100.0	128.3	131.9	133.6	133.6	135.4	135.4	134.5	134.5	133.6	133.6	15.1
Beans, dry.....	lb.	100.0	129.4	127.5	129.4	129.4	131.4	131.4	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	132.7	159.2	146.9	149.0	177.6	146.9	124.5	116.3	112.2	5.5
Potatoes.....	15 lb.	100.0	89.9	154.3	169.2	136.3	140.5	147.9	155.2	128.4	123.2	121.6	39.9
Prunes, medium.....	lb.	100.0	115.8	123.7	125.4	126.3	130.7	122.8	122.8	122.8	122.8	122.8	14.0
Raisins, seedless, bulk.....	lb.	100.0	104.0	103.3	111.3	102.0	101.3	109.3	115.2	115.9	113.2	104.0	15.7
Oranges, medium size.....	doz.	100.0	132.5	141.3	143.7	147.8	138.2	140.3	141.3	141.6	141.6	140.3	41.1
Lemons, medium size.....	doz.	100.0	111.3	133.8	144.9	141.8	138.2	135.7	143.4	144.0	144.6	145.5	47.3
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	115.1	115.1	115.1	115.1	114.5	115.1	114.5	114.5	18.8
Peaches, 20 oz.....	tin	100.0	101.5	105.6	109.6	109.6	108.1	108.1	108.1	108.1	108.1	105.1	20.7
Marmalade, orange, 16 oz.....	jar	100.0	118.3	129.5	131.8	131.1	131.8	130.3	130.3	130.3	130.3	129.6	17.6
Corn syrup, 3½ lb.....	jar	100.0	138.0	154.7	154.7	154.3	154.7	155.0	156.0	155.7	155.7	155.3	46.6
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	133.3	133.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	130.5	130.8	131.1	131.1	131.1	131.1	131.1	131.1	131.1	44.3
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to December, 1944, prices.
† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb, package	Shortening, vegetable, per lb, package	Eggs, grade "A," medium or larger, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.												
P.E.I.—																					
1—Charlottetown.....	44.4	40.6	38.5	27.9	21.7	...	40.0	36.6	...	45.1	19.2	20.2	54.8	9.0	41.7	35.0	7.3	4.6	6.0	10.0	
Nova Scotia—																					
2—Halifax.....	44.1	40.7	38.2	27.1	22.8	...	21.3	44.8	36.9	27.1	44.4	18.9	20.0	57.3	11.0	44.5	35.4	8.0	4.6	6.1	9.9
3—New Glasgow.....	45.8	43.0	41.4	26.7	22.5	...	45.6	40.1	31.5	46.9	18.5	20.0	55.6	10.0	44.3	35.9	7.3	4.9	6.1	10.0	
4—Sydney.....	47.7	41.7	34.8	30.4	23.7	...	44.5	40.6	...	46.6	18.8	19.9	56.1	12.0	44.3	36.1	7.3	4.5	5.9	9.8	
5—Truro.....	44.4	40.4	36.0	28.2	18.1	...	45.0	37.3	30.3	45.4	18.9	20.4	56.4	10.0	43.4	34.8	6.7	4.9	6.0	10.1	
New Brunswick—																					
6—Fredericton.....	44.7	40.7	45.8	27.4	20.3	...	29.7	45.5	36.8	31.3	46.7	18.5	19.7	52.5	10.0	43.2	35.0	7.3	4.8	6.3	9.5
7—Moncton.....	45.6	41.4	41.2	27.1	21.0	...	44.6	36.7	29.9	47.6	17.5	20.0	53.2	10.0	42.8	34.8	8.0	4.6	5.8	10.0	
8—Saint John.....	45.3	43.1	38.5	26.7	22.6	...	29.5	43.7	40.6	29.5	45.0	18.4	19.8	53.4	11.0	43.0	34.9	7.3	4.2	6.0	9.7
Quebec—																					
9—Chicoutimi.....	39.8	35.7	37.4	27.3	21.9	...	43.0	30.0	29.4	49.0	19.6	20.9	54.4	10.0	39.8	33.3	6.7	4.3	...	9.9	
10—Hull.....	40.9	38.2	37.0	25.7	18.7	...	30.7	41.5	32.1	28.1	46.3	16.8	19.1	52.5	10.0	38.3	31.8	5.3	3.8	5.5	9.5
11—Montreal.....	42.6	39.5	43.9	24.7	20.0	...	25.3	40.3	33.4	26.1	46.1	17.8	19.3	52.1	10.5	39.3	34.1	6.0	3.8	5.4	9.3
12—Quebec.....	40.5	36.7	34.7	23.4	18.7	...	29.0	36.7	31.0	26.3	41.8	18.1	19.4	49.9	10.0	39.6	34.4	5.5	3.6	5.8	9.7
13—St. Hyacinthe.....	36.1	34.7	34.1	24.3	19.3	...	31.8	34.1	28.2	25.1	47.8	18.0	19.5	49.9	9.0	39.3	32.1	5.3	4.1	6.0	9.8
14—St. Johns.....	42.0	40.0	39.5	26.8	17.2	...	32.7	43.5	37.7	27.8	46.9	18.3	19.7	50.9	9.0	38.5	32.1	5.3	4.1	5.5	9.7
15—Sherbrooke.....	43.4	40.0	41.0	26.6	18.9	...	32.6	40.6	33.2	26.2	38.8	18.6	19.7	50.7	10.0	38.1	35.0	5.3	4.2	6.0	9.8
16—Sorel.....	39.6	36.8	41.0	24.7	19.6	...	36.7	31.8	25.1	46.5	18.0	19.3	49.4	9.0	39.8	32.2	5.3	4.1	5.3	10.0	
17—Thetford Mines.....	32.9	35.4	27.7	24.5	17.5	...	...	25.0	24.1	37.6	17.8	19.4	46.4	8.0	38.9	31.7	5.3	4.0	5.3	9.6	
18—Three Rivers.....	39.3	35.5	35.2	24.3	20.2	...	...	29.0	25.5	46.1	18.0	19.6	51.0	10.0	38.5	34.7	6.0	4.0	5.5	9.7	
Ontario—																					
19—Belleville.....	41.1	38.3	40.5	25.7	21.6	...	28.2	41.7	36.8	28.8	45.5	17.1	19.2	44.0	10.0	39.3	31.3	6.7	4.2	5.3	8.7
20—Brantford.....	43.5	40.4	40.8	25.9	18.9	...	29.7	43.3	38.5	27.7	45.9	17.0	19.5	45.3	10.0	39.3	36.0	6.7	4.2	5.4	9.1
21—Brockville.....	46.7	42.8	44.0	26.2	20.9	...	...	44.5	36.2	29.7	44.8	17.4	19.3	47.4	10.0	38.2	30.8	6.3	4.1	5.6	8.9
22—Chatham.....	43.4	40.0	40.7	26.0	19.9	...	31.3	42.0	37.9	32.5	46.3	17.2	19.3	43.2	10.0	38.4	35.4	5.3	4.1	5.2	8.7
23—Cornwall.....	43.4	40.0	39.8	26.0	17.5	...	...	43.3	36.3	27.0	45.6	17.4	19.5	47.7	10.0	39.4	30.7	6.0	4.1	5.8	9.2
24—Fort William.....	43.3	39.4	37.6	25.5	22.1	...	...	43.0	36.7	29.9	45.6	17.4	19.0	53.8	11.0	39.5	32.6	6.0	4.0	5.1	8.8
25—Galt.....	43.0	40.4	40.0	25.0	23.0	...	30.0	42.8	37.3	26.0	46.5	17.3	19.2	45.7	10.0	39.2	36.7	6.7	4.1	5.7	8.8
26—Guelph.....	42.6	40.2	38.8	26.6	24.5	...	31.2	42.4	39.1	28.4	46.3	17.3	19.2	44.3	10.0	39.7	35.3	6.0	4.0	5.7	8.9
27—Hamilton.....	44.2	41.1	41.3	25.5	22.9	...	29.6	43.4	39.9	29.1	46.7	17.4	19.1	48.1	11.0	40.3	37.2	6.0	4.2	5.5	8.8
28—Kingston.....	43.5	38.6	38.6	25.7	18.6	...	...	41.5	38.1	26.7	46.0	16.6	19.2	50.7	10.0	39.2	31.9	6.0	4.3	5.3	9.1
29—Kitchener.....	43.1	40.3	40.4	25.2	22.7	...	30.6	44.1	38.5	27.4	45.9	17.7	19.5	41.5	10.0	39.5	33.6	6.3	4.0	6.1	8.8
30—London.....	43.2	40.3	40.9	25.6	22.0	...	29.9	42.5	38.1	26.4	45.0	18.0	19.3	47.4	10.0	39.2	32.9	6.0	4.0	5.6	8.9
31—Niagara Falls.....	43.1	39.5	41.2	25.2	19.5	...	29.9	43.4	38.6	27.5	44.3	17.0	19.4	48.9	10.5	40.0	32.7	6.0	4.2	5.7	8.7
32—North Bay.....	44.0	41.0	42.0	26.1	18.9	...	...	41.2	38.3	29.5	46.0	17.7	19.5	54.3	11.0	39.6	33.3	6.7	4.2	6.3	9.6
33—Oshawa.....	43.7	40.7	43.0	25.7	21.7	...	32.7	43.0	39.5	28.4	46.1	17.5	19.3	47.7	10.0	39.7	32.9	6.0	4.1	5.6	8.8
34—Ottawa.....	44.0	41.1	42.9	26.1	22.0	...	29.8	43.4	36.6	28.5	48.6	17.6	19.1	51.2	10.0	39.0	31.4	6.7	3.9	5.7	8.9

COAL AND RENTALS IN CANADA, DECEMBER, 1944

Canned Vegetables	Tomatoes, choice, 2 1/2 (28 oz.) per tin		Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 8 1/2 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 1/4 lb. package	Coal		Rent (b)	
	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
15.0	15.5	15.9	6.6	6.6	33.1	14.3	17.5	44.4	64.9	39.4	...	36.8	50.7	8.6	8.1	54.1	38.0	.....	11.57	24.00-28.00 (c)	1
14.5	14.4	15.0	7.2	5.1	39.9	15.1	14.1	48.8	52.5	39.0	...	36.8	50.8	8.5	8.3	50.0	38.0	.....	12.29	27.50-31.50	2
15.0	15.1	15.4	6.5	5.1	42.3	14.6	17.3	44.9	50.0	40.4	...	38.5	50.7	8.2	8.2	51.7	38.0	.....	8.42	16.00-20.00	3
14.8	14.9	14.9	6.8	4.9	41.5	14.0	16.3	46.9	58.2	38.8	...	36.4	50.5	8.6	8.4	49.6	37.8	.....	6.75	18.00-22.00 (c)	4
15.0	15.0	15.1	7.0	5.5	36.2	14.2	15.8	49.1	50.4	39.3	...	37.6	51.9	8.7	8.6	50.2	38.0	.....	11.41	26.50-30.50	5
14.6	15.1	15.1	6.7	5.8	38.0	14.6	14.8	42.7	54.9	39.4	...	38.9	50.7	8.5	8.3	49.7	38.0	.....	12.09	21.00-25.00 (c)	6
14.9	15.3	15.0	6.7	5.1	36.9	13.3	16.7	43.0	53.6	40.2	...	37.4	50.1	9.0	8.8	51.9	38.0	.....	11.57	26.00-30.00 (c)	7
14.7	15.0	14.7	6.8	4.6	36.9	13.8	15.2	49.3	52.3	39.7	20.3	35.2	50.6	8.5	8.3	47.9	38.0	.....	12.70	20.50-24.50 (c)	8
14.7	14.9	15.5	6.9	8.3	36.5	16.6	18.7	42.3	55.5	39.3	...	40.1	47.9	8.5	8.2	52.3	39.8	18.00	.....	.....	9
13.9	14.5	15.0	7.1	6.9	41.5	13.8	17.7	38.1	43.5	37.0	21.5	36.2	47.0	8.3	8.0	45.4	38.9	16.75	.....	15.50-19.50	10
13.3	14.1	14.4	6.6	5.9	35.3	14.0	16.1	39.3	42.2	37.5	19.6	35.0	47.1	8.0	7.9	46.9	39.6	16.65	.....	23.00-27.00 (e)	11
14.0	14.3	14.6	6.7	7.0	31.8	14.2	16.4	42.1	50.3	37.5	...	35.5	47.7	8.1	7.9	43.5	39.8	16.32	.....	26.00-30.00 (c)	12
13.5	14.7	15.4	6.9	7.4	38.2	14.1	17.3	40.4	46.2	39.7	...	36.4	44.0	8.0	7.8	42.3	40.6	15.75	.....	16.00-20.00 (e)	13
13.7	14.7	15.0	6.6	7.9	38.6	14.5	17.8	40.5	49.6	38.4	...	37.3	48.1	8.0	7.9	40.7	40.0	15.50	.....	.....	14
14.4	15.8	16.6	6.3	6.5	30.2	14.7	18.2	42.1	44.1	39.7	...	39.3	49.8	8.0	8.0	39.0	39.6	17.50	.....	20.00-24.00 (c)	15
14.7	14.5	16.9	7.4	8.5	36.5	15.0	17.7	45.0	56.3	40.0	...	37.3	48.9	7.9	7.7	45.8	40.0	16.25	.....	.....	16
13.6	14.7	15.1	6.0	7.3	28.3	15.0	17.7	40.6	50.7	39.8	...	38.4	50.1	8.0	7.5	48.3	39.3	19.00	.....	14.00-18.00 (e)	17
14.9	14.6	14.9	6.4	6.9	32.2	14.9	19.3	40.2	50.0	39.5	...	37.7	48.9	8.5	8.0	47.2	40.6	16.00	.....	20.00-24.00 (e)	18
13.0	14.1	14.5	6.3	5.4	40.2	14.1	15.3	40.5	50.0	37.5	20.7	33.5	46.2	8.5	8.4	43.8	38.9	16.00	.....	.....	19
14.5	14.6	14.9	6.5	5.3	39.9	14.8	14.4	42.9	46.4	35.9	19.5	33.5	47.5	8.4	8.3	46.7	39.4	16.00	.....	22.00-26.00	20
14.0	13.9	14.6	6.4	5.1	42.6	13.3	15.8	40.8	47.3	...	...	34.7	49.2	8.3	8.1	43.3	38.4	16.00	.....	20.00-24.00	21
14.4	14.5	14.7	5.6	4.4	42.6	15.3	14.3	32.5	42.4	35.3	20.6	33.1	45.4	8.7	8.5	41.7	38.4	16.00	.....	21.50-25.50	22
14.7	14.9	15.0	7.0	5.7	44.5	15.5	18.0	37.5	40.7	...	...	35.5	47.4	8.2	8.2	44.4	38.6	16.50	.....	23.00-27.00 (c)	23
14.2	14.4	14.6	6.7	4.6	45.8	13.9	16.3	42.8	44.8	37.9	20.0	35.8	44.4	8.6	8.5	42.0	38.1	16.80	.....	25.50-29.50	24
14.1	14.4	14.6	6.4	5.1	36.2	14.2	14.5	41.7	61.0	34.2	19.7	33.5	46.2	8.5	8.3	44.6	39.4	16.00	.....	22.00-26.00	25
14.1	14.3	14.7	6.3	4.8	35.7	13.6	14.2	40.3	46.0	36.1	20.0	32.6	45.0	8.6	8.5	43.3	38.5	16.00	.....	22.50-26.50	26
13.9	14.1	14.4	6.0	5.8	43.4	14.1	14.3	43.6	46.3	35.7	19.5	33.3	45.9	8.1	8.1	42.2	39.3	15.50	.....	26.00-30.00	27
13.6	14.0	14.5	6.5	5.2	40.6	14.4	14.5	38.7	47.3	37.0	...	34.6	45.4	8.1	7.9	43.2	38.8	16.00	.....	29.00-33.50	28
14.4	14.7	14.9	6.5	5.3	36.8	13.7	14.1	40.2	48.0	36.6	20.3	33.0	45.3	8.6	8.5	39.8	39.4	16.00	.....	26.00-30.50	29
14.1	14.9	15.0	6.3	4.8	39.6	13.8	14.8	39.5	46.1	36.3	20.0	33.3	45.1	8.6	8.4	44.2	39.2	16.50	.....	26.50-30.50	30
13.2	13.7	14.6	6.8	4.3	43.5	...	14.1	37.3	45.7	36.4	19.0	34.5	44.0	8.5	8.7	44.4	39.6	14.63	.....	25.00-29.00	31
14.5	14.4	14.7	6.3	5.2	45.1	13.9	15.1	40.6	49.2	38.7	20.0	35.7	46.3	9.0	8.9	50.9	39.4	17.25	.....	23.00-27.00	32
13.6	14.2	14.5	7.1	4.9	37.2	13.5	13.3	39.3	45.6	35.3	19.7	34.2	44.7	8.6	8.4	46.8	39.3	16.00	.....	23.00-27.00	33
14.3	14.7	14.7	6.8	5.8	42.1	13.7	15.7	40.3	48.3	37.1	...	35.7	49.4	8.3	8.1	43.8	39.0	16.75	.....	31.00-35.00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.												cts.	cts.
35—Owen Sound.....	42.0	39.5	39.3	24.9	23.0	...	45.3	36.9	27.1	45.4	17.0	19.4	45.2	10.0	40.0	...	6.0	3.9	5.4	9.4
36—Peterborough.....	44.7	41.4	41.9	25.9	21.6	32.0	43.5	39.0	29.2	46.5	17.8	19.1	44.7	10.0	39.3	34.5	6.0	4.3	5.4	8.6
37—Port Arthur.....	43.6	40.0	39.4	24.7	21.8	28.0	37.4	36.8	28.0	48.6	17.8	18.9	54.9	11.0	39.8	34.7	6.3	4.2	5.6	9.3
38—St. Catharines.....	43.0	40.1	41.3	25.0	20.5	30.7	41.5	40.9	25.6	46.3	17.2	19.1	50.3	10.5	39.8	35.4	6.0	4.2	5.5	9.0
39—St. Thomas.....	43.9	40.4	41.7	25.2	23.0	30.1	44.6	39.3	29.3	46.1	17.3	19.6	45.2	10.0	39.6	33.7	6.0	4.2	5.9	9.4
40—Sarnia.....	42.0	39.3	41.1	25.9	21.4	32.2	42.4	37.7	29.7	45.7	18.1	19.5	47.8	10.0	40.2	34.0	6.0	3.9	6.2	9.4
41—Sault Ste. Marie.....	43.4	40.1	38.4	26.8	21.9	...	41.1	37.0	29.2	44.1	17.8	19.1	51.9	11.0	39.5	32.6	6.7	4.0	6.0	9.1
42—Stratford.....	41.4	39.2	39.7	25.8	22.7	...	42.0	37.5	28.0	45.6	17.8	19.9	40.6	10.0	39.5	33.6	5.3	3.9	5.9	9.1
43—Sudbury.....	43.9	40.3	40.6	25.6	23.0	28.2	39.2	37.3	29.6	43.6	17.5	19.5	50.6	11.0	39.7	33.1	6.7	4.2	6.4	9.2
44—Timmins.....	44.3	40.6	41.9	26.0	21.7	29.7	42.7	38.9	28.7	44.6	18.7	19.5	54.9	12.0	39.8	33.9	6.7	4.3	5.4	9.5
45—Toronto.....	43.8	40.3	41.7	25.6	22.7	30.4	42.4	38.4	25.4	49.5	17.6	19.1	48.8	11.0	40.0	37.6	6.7	4.2	5.4	8.7
46—Welland.....	41.5	37.9	41.0	26.0	22.3	30.7	...	37.6	27.9	43.4	17.3	19.4	47.0	11.0	40.2	35.7	6.7	4.2	5.3	8.9
47—Windsor.....	43.6	40.1	41.3	25.0	23.4	31.0	43.3	38.5	28.8	45.6	17.5	19.2	48.3	11.0	39.4	35.4	6.0	4.2	5.3	8.8
48—Woodstock.....	42.7	39.5	39.5	25.5	19.2	...	43.0	36.8	26.0	44.7	17.2	19.0	44.3	10.0	39.4	31.6	6.0	3.8	5.8	8.8
Manitoba—																				
49—Brandon.....	42.8	38.2	40.2	25.2	20.0	...	40.3	36.4	25.5	46.6	16.8	21.1	46.0	10.0	38.0	34.1	7.1	3.8	5.7	9.0
50—Winnipeg.....	41.9	37.5	34.0	24.5	21.7	27.5	38.9	36.7	29.2	47.4	17.0	19.6	48.3	9.0	37.4	34.3	8.0	3.7	5.3	8.8
Saskatchewan—																				
51—Moose Jaw.....	42.6	38.1	38.3	23.9	18.4	...	39.0	34.7	26.9	46.1	15.2	20.7	46.3	11.0	37.3	34.5	7.2	3.8	5.6	8.7
52—Prince Albert.....	36.2	33.2	33.0	22.8	17.4	...	36.0	36.0	27.7	35.7	16.4	19.9	42.3	10.0	38.6	34.1	6.0	4.3	...	8.8
53—Regina.....	40.2	36.8	35.8	23.9	21.3	25.1	35.7	34.3	24.3	43.4	15.9	21.7	44.0	10.0	37.3	35.2	6.8	4.0	6.1	8.9
54—Saskatoon.....	42.0	37.4	35.8	24.5	19.5	27.3	38.9	34.7	27.5	45.3	16.0	20.0	45.1	10.0	37.3	34.5	7.2	3.7	5.3	8.9
Alberta—																				
55—Calgary.....	44.1	39.4	39.1	25.1	22.7	27.2	40.1	35.6	29.7	48.7	15.9	19.9	42.3	10.0	38.0	35.7	7.2	3.9	5.4	8.8
56—Drumheller.....	40.5	37.0	38.3	24.0	20.0	25.3	...	35.0	26.0	44.7	17.2	21.7	40.6	10.0	39.3	38.0	8.0	4.4	5.7	9.0
57—Edmonton.....	40.2	35.4	37.2	21.9	20.8	26.9	35.4	34.1	26.0	44.9	15.5	20.0	43.4	10.0	37.4	34.9	7.2	3.9	5.3	8.7
58—Lethbridge.....	41.2	37.0	36.4	24.3	19.4	25.3	39.3	34.4	26.7	44.6	16.1	21.0	44.0	10.0	38.0	35.7	8.0	4.0	...	8.7
British Columbia—																				
59—Nanaimo.....	46.7	42.3	44.0	27.2	26.0	34.3	44.1	41.3	30.6	50.4	18.4	20.7	41.3	12.0	43.2	35.8	9.0	4.3	...	9.2
60—New Westminster.....	45.4	40.3	42.2	25.8	24.1	29.7	41.7	39.9	27.5	47.4	17.7	19.9	41.5	10.0	41.1	34.5	8.0	4.2	6.0	9.3
61—Prince Rupert.....	45.5	42.5	42.7	25.3	24.3	...	42.7	41.5	31.3	48.8	19.0	20.8	48.3	15.0	41.7	38.0	10.0	5.0	...	9.6
62—Trail.....	44.0	40.0	43.3	25.6	24.4	29.2	44.0	40.0	29.5	45.9	17.4	22.5	47.8	13.0	40.0	34.4	9.0	4.2	5.9	9.3
63—Vancouver.....	46.8	41.8	42.6	26.3	24.6	28.3	42.6	38.8	28.8	50.5	17.1	19.2	41.5	10.0	40.7	34.4	9.6	4.2	5.7	8.9
64—Victoria.....	45.2	41.6	43.4	26.7	24.4	31.7	44.3	39.7	29.5	48.5	17.9	20.3	42.3	11.0	41.8	34.7	9.0	4.3	6.6	9.1

(a) Inclusive of all sales taxes

COAL AND RENTALS IN CANADA, DECEMBER, 1944

Canned Vegetables													Sugar		Coal		Rent (b)				
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.		Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	¢ (a)	¢ (a)	\$	
14-0	14-7	15-3	6-3	4-7	39-4	14-3	14-4	41-8	48-2	37-0	...	34-7	43-6	8-6	8-5	48-4	38-9	16-50	.....	16-00-20-00	35
13-6	14-1	14-5	6-1	5-0	37-8	14-0	14-8	39-2	47-3	37-0	20-5	33-9	46-6	8-5	8-5	44-3	39-0	16-75	.....	24-00-28-00	36
14-1	14-8	14-4	6-5	4-6	45-8	13-1	17-1	41-9	...	38-3	21-0	36-5	43-9	8-5	8-4	41-9	38-1	16-65	.....	23-00-27-00	37
13-9	14-5	15-0	6-8	5-4	42-5	15-0	15-2	41-2	48-4	34-3	18-4	32-9	46-8	8-5	8-2	43-9	39-0	15-75	.....	27-00-31-00	38
14-3	14-8	14-9	6-3	5-9	41-2	13-8	15-5	43-7	40-7	34-7	...	33-9	46-5	8-7	8-6	44-4	39-3	16-00	.....	21-00-25-00	39
14-7	14-7	15-2	6-9	5-3	43-5	12-9	14-1	41-1	47-4	35-0	21-7	34-5	46-5	8-8	8-8	44-0	39-5	16-50	.....	23-00-27-50	40
14-7	14-6	14-8	6-5	5-3	45-5	13-2	15-6	37-7	49-6	37-2	20-6	35-6	45-1	8-5	8-5	41-6	39-0	17-00	.....	23-00-27-00	41
14-6	14-5	15-1	6-2	5-1	38-1	13-7	13-9	39-3	45-5	35-2	19-5	33-7	46-7	8-8	8-6	44-8	38-7	16-00	.....	21-00-25-00	42
14-4	14-6	14-9	6-1	5-2	40-7	14-0	15-1	38-7	48-6	38-5	21-3	35-4	48-3	8-8	8-5	45-0	38-5	17-75	.....	28-00-32-00	43
15-0	15-0	14-9	6-3	5-5	45-8	13-4	15-3	42-2	52-1	40-4	20-9	35-2	49-0	8-9	8-8	39-4	38-8	19-50	.....	24-50-28-00	44
13-5	13-8	14-3	6-2	4-4	40-5	13-8	14-3	40-1	46-9	35-1	19-5	32-5	45-6	8-2	8-0	44-5	38-7	15-50	.....	32-50-36-50	45
14-2	13-8	14-6	9-2	4-5	42-3	.....	14-0	42-0	45-7	36-0	19-3	33-6	45-2	8-3	8-3	41-7	39-1	15-50	.....	.....	46
14-0	15-0	14-6	6-1	4-9	42-2	12-6	13-9	32-8	41-8	35-0	20-0	33-2	45-9	8-2	8-0	40-6	38-5	16-00	.....	25-00-29-00	47
14-5	14-4	14-2	6-3	5-1	35-3	14-5	14-6	42-3	44-5	36-3	...	34-0	46-6	8-6	8-6	45-4	39-1	16-00	.....	22-00-26-00	48
15-7	14-8	15-4	7-2	4-4	34-8	14-4	16-0	39-2	43-1	40-8	...	38-0	43-7	9-1	9-0	44-1	38-2	.....	8-37	21-00-25-00	49
15-4	15-6	15-8	7-0	3-5	40-2	14-0	16-0	38-6	44-9	39-4	21-2	36-2	43-2	9-0	8-9	37-6	37-8	.....	12-95	26-00-30-00	50
16-7	15-5	15-3	6-6	5-7	41-9	13-7	16-3	38-9	42-8	...	22-7	37-5	42-5	9-3	9-4	42-7	38-9	.....	10-30	21-00-25-50	51
16-1	16-7	16-3	7-5	6-7	31-9	15-0	15-9	38-2	44-0	40-0	23-2	38-8	47-5	9-9	9-6	39-6	37-8	.....	10-50	19-50-23-50	52
16-8	15-4	15-6	6-6	5-7	38-2	14-2	16-3	38-0	40-4	39-9	22-0	36-6	46-5	9-2	9-6	42-0	38-1	.....	11-50	27-50-31-50	53
17-1	16-0	16-7	7-3	5-3	35-0	15-3	17-7	39-2	43-7	39-9	22-5	38-7	45-8	9-7	9-7	44-2	37-7	.....	10-10	22-00-26-80	54
14-9	14-7	14-8	7-6	5-7	40-1	14-3	16-3	39-9	47-7	36-3	21-2	34-2	44-9	9-0	9-1	41-5	37-4	.....	8-25	26-00-30-00	55
16-9	16-0	16-6	7-7	6-3	45-5	13-3	17-1	44-4	49-1	40-0	23-3	35-9	45-2	9-5	9-7	42-5	38-0	.....	.....	20-00-24-00	56
15-1	14-9	15-4	7-3	5-6	36-4	14-5	16-3	43-1	42-6	38-5	21-1	34-6	44-4	9-2	9-4	42-8	37-6	.....	5-40	24-50-28-50	57
15-5	13-9	14-7	7-1	5-6	32-8	12-7	16-8	40-8	46-0	37-5	20-6	32-4	45-1	9-3	9-4	45-0	37-5	.....	4-90	22-00-26-00	58
15-0	15-1	15-4	8-1	5-3	51-9	12-7	14-9	42-9	39-7	37-7	20-1	31-3	43-7	8-9	8-8	40-9	38-4	.....	.....	17-00-21-00	59
14-9	14-2	15-0	7-2	4-9	44-3	12-2	15-3	39-3	38-3	35-2	20-4	34-1	43-4	7-9	7-8	36-4	38-2	.....	13-00	20-50-24-50	60
16-2	15-8	16-4	8-3	6-0	50-8	13-3	15-4	48-3	46-0	38-5	21-7	33-3	44-7	8-8	8-6	44-3	39-0	.....	13-65	20-00-24-00	61
15-0	15-3	15-9	8-6	4-6	48-0	13-0	15-8	39-1	44-7	34-7	23-4	35-7	49-0	9-0	8-9	39-2	37-7	.....	10-75	23-00-27-00	62
14-9	14-5	14-5	7-3	4-9	45-6	12-4	14-3	40-3	39-6	36-3	20-4	30-5	42-7	8-0	8-0	39-0	37-9	.....	13-00	23-50-27-50	63
15-2	15-0	15-3	7-5	5-1	48-5	14-5	15-0	39-0	38-2	36-7	20-4	32-0	43-2	8-9	8-4	43-0	38-3	.....	13-25	21-00-25-00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

No. of Commodities 1943	Commodities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec. 1933	Dec. 1939	Dec. 1940	Dec. 1941	Dec. 1942	Dec. 1943	Nov. 1944	Dec. 1944
510	All commodities.....	64.0	127.4	155.9	97.3	97.9	96.0	69.0	81.7	84.2	93.5	97.0	102.5	102.4	102.5
	Classified according to chief component material—														
113	I. Vegetable Products.....	58.1	127.9	167.0	86.2	95.0	93.9	60.4	72.0	70.8	80.2	85.0	94.8	94.6	95.0
74	II. Animals and Their Products	70.9	127.1	145.1	96.0	100.0	109.8	63.7	80.3	83.5	98.8	105.0	109.6	106.7	106.0
61	III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	96.2	89.6	71.7	81.9	84.4	94.9	91.9	91.9	91.7	91.7
50	IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	99.0	93.2	64.4	85.3	91.3	99.2	103.1	115.9	118.1	118.1
43	V. Iron and Its Products.....	68.9	156.9	163.4	104.6	99.3	93.4	86.7	102.2	106.3	112.9	115.8	116.0	117.0	117.0
17	VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	95.7	96.5	66.5	75.3	77.7	77.6	79.7	79.7	79.7	79.7
81	VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	103.1	93.4	85.8	86.7	90.8	98.5	99.5	102.3	101.8	102.7
71	VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.3	95.1	80.8	85.1	90.8	104.1	101.1	100.1	99.9	100.1
	Classified according to purpose—														
207	I. Consumers Goods.....	62.0	102.7	136.1	96.9	97.3	95.3	73.3	81.2	85.2	95.3	96.5	97.7	97.1	97.0
114	Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.0	103.3	67.4	79.1	81.8	94.6	100.8	103.2	100.8	100.7
93	Other Consumer Goods.....	62.2	91.9	126.3	101.4	96.1	90.0	77.3	82.6	87.5	95.8	93.6	94.1	94.6	94.6
366	II. Producers Goods.....	67.7	133.3	164.8	98.8	97.8	95.9	64.3	78.1	79.1	85.7	90.0	99.5	99.7	100.1
24	Producers' Equipment.....	55.1	81.9	108.6	104.1	110.4	96.2	87.2	96.6	102.2	108.6	110.1	117.5	118.3	120.0
342	Producers' Materials.....	69.1	139.0	171.0	98.2	96.4	95.9	61.8	76.0	76.5	83.2	87.8	97.5	97.6	97.9
111	Building and Construction Materials.....	67.0	100.7	144.0	108.7	97.8	97.9	80.6	94.2	98.0	112.9	117.2	126.7	127.4	127.6
231	Manufacturers' Materials.....	69.5	148.1	177.3	95.8	96.1	95.5	58.6	72.9	72.9	78.2	82.8	92.5	92.6	92.9
	Classified according to origin—														
154	I. Farm—														
88	A. Field.....	59.2	134.7	176.4	91.2	95.2	91.5	60.3	70.0	69.6	79.0	82.7	90.5	90.1	90.4
63	B. Animal.....	70.1	129.0	146.0	95.9	99.8	106.7	65.3	82.3	84.5	96.8	100.9	102.2	100.6	100.4
63	Farm (Canadian).....	64.1	132.6	160.6	88.0	97.7	104.5	53.6	69.0	67.1	74.6	87.1	104.6	103.1	103.3
16	II. Marine.....	65.9	111.6	114.1	91.7	103.7	107.0	66.8	80.3	82.9	108.2	120.2	138.0	130.5	130.5
58	III. Forest.....	63.1	89.7	151.3	106.8	99.0	93.1	64.7	85.0	90.9	98.8	102.6	115.2	117.3	117.3
194	IV. Mineral.....	67.9	115.2	134.6	106.4	100.2	92.3	82.2	88.0	92.2	97.7	98.8	100.2	100.3	100.6
213	All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	98.2	98.9	58.9	74.4	76.1	85.6	92.8	104.3	103.3	103.6
297	All manufactured (fully or chiefly)	64.8	127.7	156.5	100.4	97.5	93.2	72.0	81.2	83.0	92.2	92.6	93.8	93.7	93.7

in gravel. Vegetable products rose 0.4 to 95.0 due to substantial increases in potato prices and small advances in hay, rye and onions. Lemon prices were off slightly in this group. Recovering a loss of the previous month, chemicals and allied products closed 0.2 points higher at 100.1, while animal products declined 0.7 to 106.0 following a sharp drop in egg prices. This outweighed firmness in live stock, meats and butter. Other groups remained unchanged, fibres, textiles and textile products at 91.7, wood, wood products and paper at 118.1, iron and its products at 117.0 and non-ferrous metals at 79.4. Canadian farm products prices were firmer in December also, the composite index

moving up 0.2 to 103.3. Field products, with a gain of 0.7 to 92.2, were responsible for the December rise, and reflected higher prices for potatoes, hay and onions. The animal products index weakened 0.5 to 122.0 due to substantial reductions in egg quotations which more than outweighed upturns in live stock.

The composite index of Canadian farm products moved downward 1.3 points between December, 1943 and December, 1944. Animal products were responsible for the decline, as the index for this series fell 4.1 points during the year due to substantial reductions in egg prices. Over the same period field products were fractionally firmer, recording a gain of 0.5 points.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526	1935-1939	889	1935-1939	200	1930	78	July 1914	188	1910=1000	1936-1939=1000	1935-1939=1000	150	1926-1920=1000
Base Period:	1926	(a)	1926	(b)	1930	(a)	July 1914	(c)	1910=1000	1933=1000	(d)	(d)	150	1920-1920=1000
1913.....	64.0	79.1	69.3	70.7	.....	(a) 100	(a) 100	(h) 100	1125	.....	.....	.....	.....	628
1914.....	65.5	79.7	68.1	71.8	.....	123	.....	.....	1090	.....	.....	.....	.....	676
1915.....	70.4	80.7	69.5	72.5	.....	148	.....	.....	1204	.....	.....	.....	.....	805
1916.....	84.3	87.0	85.5	77.9	.....	178	.....	.....	1379	.....	.....	.....	.....	724
1917.....	114.3	102.4	117.5	91.6	.....	203	.....	204	1583	.....	.....	.....	.....	1024
1918.....	127.4	115.6	131.3	107.5	.....	215	.....	.....	1723	.....	.....	.....	.....	860
1919.....	134.0	128.5	138.6	123.8	.....	249	.....	.....	1854	.....	.....	.....	.....	1225
1920.....	165.9	145.4	154.4	143.0	.....	226	.....	.....	2512	.....	.....	.....	.....	912
1921.....	110.0	129.9	97.6	127.7	.....	183	.....	.....	1805	.....	.....	.....	.....	1019
1922.....	97.3	120.4	96.7	119.7	.....	172	.....	.....	1445	.....	.....	.....	.....	1034
1928.....	100.0	121.8	100.0	126.4	.....	166	.....	.....	1445	.....	.....	.....	.....	1010
1928.....	95.4	120.5	96.7	122.6	.....	164	.....	.....	1358	.....	.....	.....	.....	952
1929.....	95.6	121.7	95.3	122.5	.....	164	.....	.....	1305	.....	.....	.....	.....	1006
1930.....	86.6	120.8	86.4	119.4	.....	157	.....	.....	1165	.....	.....	.....	.....	1004
1933.....	67.1	94.4	65.9	92.4	.....	140	.....	.....	1047	.....	.....	.....	.....	981
1937.....	84.6	101.2	86.3	102.7	.....	154	.....	.....	932	.....	.....	.....	.....	904
1938.....	78.6	102.2	78.1	100.8	.....	156	.....	.....	1047	.....	.....	.....	.....	923
1939.....	75.4	101.5	77.1	99.4	.....	158	.....	.....	1174	.....	.....	.....	.....	851
1940.....	82.9	105.6	78.6	100.2	.....	184	.....	.....	1146	.....	.....	.....	.....	990
1941.....	90.0	111.7	87.3	105.2	.....	199	.....	.....	1273	.....	.....	.....	.....	1035
1942.....	95.7	117.0	98.8	116.5	.....	200	.....	.....	1034	.....	.....	.....	.....	1073
1943.....	100.0	118.4	103.1	123.5	.....	199	.....	.....	1398	.....	.....	.....	.....	1111
November.....	102.4	119.4	102.9	124.4	.....	199	.....	.....	1706	.....	.....	.....	.....	1416
December.....	102.5	119.3	103.2	124.2	.....	199	.....	.....	1742	.....	.....	.....	.....	1513
January.....	102.5	118.9	103.3	124.2	.....	199	.....	.....	1757	.....	.....	.....	.....	1559
February.....	102.5	118.9	103.6	123.8	.....	199	.....	.....	1767	.....	.....	.....	.....	1565
March.....	103.0	119.0	103.8	123.8	.....	200	.....	.....	1768	.....	.....	.....	.....	1566
April.....	102.9	119.1	103.9	124.6	.....	200	.....	.....	1765	.....	.....	.....	.....	1559
May.....	102.5	119.2	104.0	125.1	.....	200	.....	.....	1773	.....	.....	.....	.....	1558
June.....	102.5	119.0	104.3	125.1	.....	200	.....	.....	1773	.....	.....	.....	.....	1565
July.....	102.5	119.0	104.1	126.1	.....	201	.....	.....	1757	.....	.....	.....	.....	1565
August.....	102.3	118.9	103.9	126.3	.....	202	.....	.....	1757	.....	.....	.....	.....	1566
September.....	102.3	118.8	104.0	126.5	.....	201	.....	.....	1757	.....	.....	.....	.....	1558
October.....	102.4	118.6	104.1	126.4	.....	201	.....	.....	1770	.....	.....	.....	.....	1559
November.....	102.4	118.5	104.1	126.5	.....	201	.....	.....	1770	.....	.....	.....	.....	1559
December.....	102.5	118.5	106.9	126.5	.....	201	.....	.....	.....	.....	.....	.....	.....	1559

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Report of Commissioner on Trenton Steel Works

THE Government of Nova Scotia on November 26, 1943, appointed Mr. Justice W. F. Carroll as a Commissioner to inquire into the causes of curtailment of operations at the Trenton steel plant of Dominion Steel and Coal Company.

The Report of the Commissioner has been published by the Provincial Secretary, Halifax. It reviews the financial position and affairs of the Trenton Works, and summarizes its association with related companies, and past dealings with the Governments of Canada and of Nova Scotia. It goes on to analyse the products and costs of the Company, and discuss the relations between management and employees, and the reasons given by the company for the shutdown. Finally the Commissioner makes a number of recommendations.

Cause of Shut-Down

The Commissioner found that the bolt and nut and rolling mills departments of the Trenton Steel Works had not been profitable. On the other hand evidence was given that the mills at Trenton had had no improvement since the winter of 1917-18 at which time they were already "old and practically antiquated hand mills."

The curtailment of operations followed a decision of the Nova Scotia Regional War Labour Board granting an increase in wages, as a result of which the Company "was bound to lose more money." In this connection the Commissioner declares however that

it is generally conceded to-day that industrial corporations are given charters not alone to make profits for their shareholders but to give service—service to the public and service in and near their fields of operation . . . It would seem that Dosco and its predecessors, and especially its predecessors, are open to criticism for allowing the Trenton plant to deteriorate, not keeping it up to date, not keeping it in such condition that would enable it to give service to the public in its lines, and have a fair chance to compete with like industries elsewhere located.

Relationship Between Industry and the Public

The curtailment of operations effected about 660 employees. Most of the men have since found employment in other work, but "this does not mean that the event did not cause hardships." The report refers particularly to the "very serious blow to the splendid sense of future security" in the case of "all classes who depend on industry for a livelihood."

In reviewing the past history of the steel and coal industry in Nova Scotia, the Commissioner refers to financial assistance given by the

federal and provincial governments. He expresses disapproval of a statement by the President of Dosco to the effect that "in running a company in a business way it is not necessary to report to any Government when you have to change your operations." In this connection he asserts that "the public, governmental or otherwise, are shareholders in this huge corporation and as such, Public Authority, those shareholders' representatives, have a right to know what is going on especially when a crisis is blowing up." He suggests that if "Dosco had taken the Nova Scotia Government and the Union representatives into its confidence" and frankly advised both of its intention of closing down, ways and means would have been found of remedying the situation "during at least the duration of the war."

The Commissioner finds, however, that Dosco had previously intended in any case to transfer operations carried on in the departments affected to Montreal, (Canadian Tube and Steel Products Ltd.) and declares: "This it seems to me cannot be looked on as fair treatment to Nova Scotia."

He concludes:

I am firmly convinced that had a fairly substantial expenditure been undertaken at the Trenton steel plant for improvements and replacements even at that late date the picture there to-day would be vastly different, and I am advised that the expenditure of less than half the amount paid for Canada Tube would have made Trenton not only "commercially practicable" but a sound business proposition.

Recommendations

The Commissioner recommends: Revision of the Company Acts of the Province, and consideration of "this whole matter of corporations" by a Dominion-Provincial Conference; legislation preventing an industry from closing down its operations without notifying the government; appointment of a factory inspector to study maintenance of plant machinery; representation of the Province of Nova Scotia on the Dosco board of directors; and other matters.

In closing, the Commissioner states:

It would seem that the future of Trenton and its industries is to say the least not unpromising and with cordial co-operation between employer and employee the Companies there should continue.

There is no doubt too that Dosco will do everything in reason to keep the new war industries there in motion after the war and I do hope that the prospect of making profits, which inspires companies to keep industry going, will not be the sole reason which will prompt that thought, but that there will be added to it the fact that there is a duty of service to this province even if greater profits may be made elsewhere.

Library of the Department of Labour

Select List of References on Absenteeism and Armed Forces, their Civil Employment and Rehabilitation.

THE Library of the Department of Labour was organized in 1900, and is both a reference and a circulating Library. It is maintained by the Department for the purpose of assembling and dispensing or distributing information required on all subjects which affect in any way the labour movement and the laws by which it is governed. These sources include a valuable collection of publications of labour organizations and periodicals published in the interest of organized labour, a collection of books and periodicals and newspapers dealing with economic and social problems, books of reference and volumes on history and law, a comprehensive collection on industrial combinations and related subjects, and all publications of the International Labour Office.

While the Library is primarily for departmental use, it also serves other government departments, provincial departments, the International Labour Office, labour organizations, and the public in general. Bibliographies on various subjects are compiled by the Library and supplied as required.

The Library contains approximately 50,000 volumes, many thousand pamphlets, and it also receives 150 newspapers and 1,000 periodicals. All periodicals are analysed, and articles on labour and economic subjects catalogued for permanent reference. The Library catalogue contains some 280,000 cards. There is also a newspaper clipping service maintained by the Library.

Starting with this issue, a series of bibliographies on labour and related problems will be compiled by the Library and published regularly in the *LABOUR GAZETTE*. The first of the series follows. It consists of a select list of references received in the Library of the Department of Labour from 1940 to 1944 on (1) Absenteeism; and (2) Armed Forces, their Civil Employment and Rehabilitation.

Absenteeism

AUSTRALIA AND NEW ZEALAND

Absenteeism in Australia. (Monthly labor review, Washington, April, 1944. p. 740-745.)

Australia. Department of labour and national service. Industrial welfare division. How to reduce absenteeism and increase production, an Australian survey. North Melbourne, Victorian railway printing works, 1943. 66 p. (Bulletin No. 2.)

New Zealand. Department of scientific and industrial research. Industrial psychology divi-

sion. Industrial absenteeism. Wellington, Whitcomb and Tombs, 1943. 52 p. (Report No. 1.)

CANADA

Aircraft industry relations committee. Information digest, Report of the Canadian aircraft industry's first national conference of personnel directors. Seigniory club, June 7 to 9, 1943. Toronto, Aircraft industry relations committee, 1943. 78 p.

Canada. Department of labour. Absenteeism in Canadian war industry. Causes of absence—absentee figures for 35 Canadian plants—Government action against absenteeism in Great Britain—control of absence. Reprinted from the *LABOUR GAZETTE*, Ottawa, January, 1943 6 p.

Canadian founders' and metal trades' association. Absenteeism. (In a letter to foundries from S. J. Frame, Secretary, Toronto, 1942 3 p.)

McGill university. Absenteeism and labour loss, by Gordon Pfeiffer. Montreal, McGill university, 1943. 12 p. (McGill course in personnel administration, July 21 and 30, 1943.) Mimeographed.

Montagnes, James. Canadian plant halves wiful absenteeism. (In "Tested ways to reduce absenteeism"—reprint from *Factory management and maintenance*, New York, October, 1942-March 1943. p. 13-14.)

Wagner, L. C. ed. Personnel administration and industrial relations, a series of lectures presented at the University of Manitoba in an evening course sponsored by the Dominion Department of labour, edited by L. C. Wagner. Winnipeg, University of Manitoba, Department of commerce, Industrial relations committee, 1943. 313 p. Mimeographed.

GREAT BRITAIN

British library of information, New York. Cause and remedy of time losses in war labor. (Bulletins from Britain, New York, April 8, 1942. p. 4-6.)

Great Britain. Industrial health research board. Absence from work—prevention of fatigue. London, H.M.S.O., 1944. 20 p. (Conditions for industrial health and efficiency. Pamphlet No. 2.)

— — Hours of work, lost time and labour wastage. London, H.M.S.O., 1942. 26 p. (Emergency report No. 2.)

— — Industrial health in war, a summary of research findings capable of immediate application in furtherance of the national effort. London, H.M.S.O., 1940. 36 p. (Emergency report No. 1.)

— Ministry of labour and national service. The problem of absenteeism. London, 1942. 8 p.

— Parliament. House of Commons. Select committee on national expenditure. Fifteenth report session 1940-1941, being the twenty-ninth report in the series of reports from the Select committees on national expenditure originally set up in Session 1939-1940, May 13, 1941. London, H.M.S.O., 1941. 10 p.

— — Eighth report session 1942-1943, being the sixty-ninth report in the series originally

set up in Session 1939-1940. Fuel and power. London. H.M.S.O., 1943. 11 p.

Health and absence statistics. (Industrial welfare and personnel management, London, July-August, 1943. p. 118-120.)

Trades union congress. Causes of absenteeism in war-time. (Labour, London, June, 1944. p. 300-302.)

Vernon, H. M. Hours of work and their influence on health and efficiency. London, British association for labour legislation, 1943. 38 p.

— Sickness and accidents amongst munition workers. (Industrial welfare and personnel management, London, February, 1940. p. 50-54.)

Wyatt, Stanley. A study of absenteeism among women, by S. Wyatt, R. Marriott and D. E. R. Hughes. London, H.M.S.O., 1943. 12 p. (Great Britain. Industrial health research board. Emergency report No. 4.)

UNITED STATES

Absenteeism: What to do about it. (Business week, New York, February 6, 1943. p. 34-45.)

American management association. Assimilating women workers; reducing absenteeism. New York, American management association, 1942. 35 p. (Its Production series No. 141.)

— Worker morale and maximum productivity with a section on women workers, by M. M. Olander and others. New York, American management association, 1943. 40 p. (Personnel series No. 67.)

Automotive council for war production. Manpower division. Absenteeism. Detroit, Automotive council for war production, 1943. 6 p. (Manpower reports No. 4.)

Buchanan, Lucille Jeanette. Controlling absenteeism; a record of war plant experience. Washington, U.S. Department of labor, Division of labor standards, 1943. 57 p. (Special bulletin No. 12.)

Dahl, M. B. The A.B.C. of absenteeism and labor turnover. Washington, G.P.O., 1944. 7 p. (U.S. Department of labor. Division of labor standards. Special bulletin No. 17.)

Dartnell corporation. Cutting manpower losses in industry. New York, Dartnell corporation, 1944. 45 p.

Fox, John B. Absenteeism: management's problem, by John B. Fox and Jerome F. Scott. Cambridge, Harvard university, 1943. 28 p. (Harvard business research studies, No. 29, 1943.)

George S. May business foundation. What management can really do to reduce absenteeism; a comprehensive study. Chicago, George S. May business foundation, 1943. 27 p. (Report No. 144.)

Girdler, Walter H. Reducing industrial absenteeism. (Metropolitan life insurance company's executives service bulletin, New York, July, 1943. p. 5-6.)

Industrial hygiene foundation. More manpower through reduction of absences, a panel discussion, by R. R. Sayers (and others) 2nd edition. Pittsburgh, Industrial hygiene foundation, 1942. 44 p.

— Sick absenteeism among a sample of member companies of Industrial hygiene foundation, 1941, by W. M. Gafafer, Pittsburgh. Industrial hygiene foundation, 1942. 19 p.

Jackson, Joseph H. Factors involved in absenteeism. (Personnel journal, New York, February, 1944. p. 289-295.)

Kennedy, Eleanor Virginia. Absenteeism in commercial shipyards. Washington, G.P.O.,

1943. 14 p. (U.S. Bureau of labor statistics. Bulletin No. 734.)

Kossoris, Max D. Studies of the effects of long working hours. Washington, G.P.O., 1944. 14 p. (U.S. Bureau of labor statistics. Serial No. R. 1653.)

Kunze, Karl R. Motivation and absenteeism, by Karl R. Kunze and Randolph Branner. (Personnel journal, New York, June, 1944. p. 69-72.)

Lee, Kendrick. Labor turnover and absenteeism. New York, Editorial research reports, 1943. 13 p. (Vol. 1, 1943. No. 10, March 8, 1943.)

Levenson, Leonard G. Wartime development of the aircraft industry. (Monthly labor review, Washington, November, 1944. p. 909-931.)

Liberty mutual insurance company. Industrial absenteeism, a review of wartime loss prevention information for industrial executives. Boston, Liberty mutual insurance company, 1943. 7 p. (Subject 1.)

Metropolitan life insurance company. Control of absence, a report prepared for Metropolitan group policyholders, prepared by Policyholders service bureau, Group insurance division. Ottawa, Metropolitan life insurance co., 1942. 14 p. Mimeographed.

— Policyholders service bureau. Reducing absenteeism through employee education, prepared by Policyholders service bureau, Group insurance division. New York Metropolitan life insurance company, 1943. 27 p.

Mezerik, A. G. Why workers stay home. (New Republic, New York, April 5, 1943. p. 437-439.)

Michigan. University. Bureau of industrial relations. Personnel management in war industries. Ann Arbor, University of Michigan press, 1943. 170 p. (Bulletin No. 14.)

National association of manufacturers. Industrial relations department. Absenteeism—realities and remedies. New York, National association of manufacturers, 1943. 30 p.

— Research department. The manpower problem. New York, National association of manufacturers, 1943. 28 p.

National industrial conference board. Problem of absenteeism. New York, National industrial conference board, 1943. 31 p. (Studies in personnel policy No. 53.)

— Reducing absenteeism. New York, National industrial conference board, 1942. 35 p. (Studies in personnel policy, No. 46.)

New York (State) Department of labor. Absenteeism in war plants. (The Industrial bulletin, Albany, August, 1943. p. 303-308.)

— Division of women in industry and minimum wage. Absenteeism in New York State war production plants. Albany, Department of labor, 1943. 11 p. Mimeographed.

— — — Hours of work in relation to health and efficiency. Albany, Department of labor, 1941. 90 p.

Plant parsons, industrial chaplains take hold of absentee problems and aid war workers in the solution of personnel problems. (Business week, New York, October 7, 1944. p. 106-108.)

Princeton university. Department of economics and social institutions, Industrial relations section. Maximum utilization of employed manpower, a check list of company practice. Princeton, Princeton university, 1943. 46 p. (Research report series No. 68.)

Scandrett, Ruth. Auditing absenteeism. Absence record forms in use by representative firms in war industries prepared by Ruth

Scandrett, and others. Washington, Department of labor. Division of labor standards, 1943. 30 p. (Special bulletin No. 12-A, Supplement to Controlling absenteeism.)

Standard register company. Absenteeism—a study of its causes and measures for control. Dayton, Ohio, Standard register company, 1943. 10 p.

Stockford, LeBaron O. Chronic absentee and good attendant. (Personnel journal, New York, December, 1944. p. 202-207.)

Taft, Charles. Absenteeism and turnover. (In National conference of social work, proceedings 1943, New York, p. 26-32.)

Tested ways to reduce absenteeism. New York, McGraw-Hill, 1943. 20 p. Reprinted from Factory management and maintenance, New York, October, 1942-March, 1943.

U.S. Bureau of labor statistics. Absence rates, percentage of women among wage earners, and extent of late-shift work in selected industries. Washington, Bureau of labor statistics, 1943. 2 p.

— Absenteeism (Monthly bulletin) March, 1943
— Washington, Bureau of labor statistics, 1943—
Mimeographed.

U.S. Congress. House. Investigation of absenteeism in war industries by the House Labor committee. Report submitted by Mrs. Norton at the direction of the Labor committee. Washington, G.P.O., 1943. 6 p.

— — — Committee on labor. Absenteeism. Hearings before the Committee on labor, House of representatives, Seventy-eighth Congress, first session—on absenteeism—Washington, G.P.O., 1943. 2 v.

— — — Directing the Secretary of Labor to make an investigation and study of causes of absenteeism. Report (to accompany H.R. 2553) Washington, G.P.O., 1943. 7 p. (U.S. 78th Congress. 1st session. House Report No. 405.)

— — — Committee on Naval affairs. Absenteeism act of 1943. Report (to accompany H.R. 1876) Washington, G.P.O., 1943. 13 p. (U.S. 78th Congress, 1st session. House Report 273.)

— — — Hearings on H.R. 1876, a bill to require all Department of Navy contractors and subcontractors to file information with respect to absenteeism. Washington, G.P.O., 1943. p. 253-614. (No. 51.)

— Department of labor. Division of labor standards. How to cut absenteeism. (Personnel journal, New York, September, 1943. p. 74-79.)

— War manpower commission. Region II. Manpower—absence makes the war last longer. New York, War Manpower commission, 1943. 28 p.

— — — Preliminary survey of absenteeism in war plants. New York, War manpower commission, 1942. 18 p.

— War production board. Ways of dealing with absenteeism as part of the war production drive. Washington, War production board, 1943. 31 p.

— Women's bureau. Absenteeism (unauthorized time away from job). Washington, Women's bureau, 1943. 7 p. Mimeographed.

Armed Forces—Their Employment and Rehabilitation

Davis, John Eisele. Principles and practice of rehabilitation. New York, A. S. Barnes, 1943. 211 p.

International labour office. The organization of employment in the transition from war to

peace. Third item on the agenda. Report III. Twenty-sixth session, Philadelphia. Montreal, International labour office, 1944. 179 p.

League of nations. Economic, financial and transit department. The transition from war to peace economy. Report of the Delegation on economic depressions. Geneva, League of nations, 1943. 118 p.

Neuschutz, Louise. Jobs for the physically handicapped, by Louise Neuschutz, with a foreword by William Rush Dunton. New York, Bernard Ackerman inc., 1944. 240 p.

AUSTRALIA

Australia. Director-general of manpower. Training of ex-service men and women. Based on material supplied by the Ministry of post-war reconstruction. (The Manpower review, Canberra, August, 1944. p. 22-28.)

— — Rehabilitation of ex-service personnel. (Manpower review, Canberra, February, 1944. p. 16-21.)

CANADA

Alberta. Legislature. Committee on post-war reconstruction problems. Interim report to the Legislature of Alberta, March 10, 1944. Edmonton, 1944. 126 p. Mimeographed.

Amos, J. L. Vocational rehabilitation during and after the war. (The Canadian journal of economics and political science. Toronto, May, 1943. p. 164-174.)

British Columbia. Post-war rehabilitation council. Interim report of the Post-war rehabilitation council, Hon. H. G. T. Perry, Chairman. Victoria, Post-war rehabilitation council, 1943. 2 v.

— — A summary of recommendations contained in the interim report (1943) and supplementary report (1944). Hon. H. G. T. Perry, Chairman. Victoria, Post-war rehabilitation council, 1944. 42 p.

— — Supplementary report of the Post-war rehabilitation council, Hon. H. G. T. Perry, Chairman. Victoria, Post-war rehabilitation council, 1944. 122 p. Mimeographed.

Canada. Advisory committee on reconstruction. Report. Ottawa, King's printer, 1944. 64 p.

— — Subcommittee on post-war employment opportunities. V. Post-war employment opportunities. September, 1943. Ottawa, King's Printer, 1944. 27 p.

— — Subcommittee on post-war problems of women. VI. Post-war problems of women. November, 1943. Ottawa, King's printer, 1944. 34 p.

— Department of labour. Information division. Dismiss—But what of a job? A hand-book of information on the plans and activities of the Department of labour in the matter of the rehabilitation and re-employment of members of the Armed Forces. Ottawa, Department of labour, 1944. 52 p.

— Department of pensions and national health. Back to civil life, prepared to inform members of the armed forces and Canadians generally of steps taken for civil rehabilitation of those in uniform. Ottawa, Department of pensions and national health, 1944. 2nd edition. 40 p.

— — 1944 office consolidation of the post-discharge re-establishment order. Order in council of July 13, 1944. Ottawa, King's printer, 1944. 12 p. (P.C. 5210.)

— — Summary of interim report on "a survey of rehabilitation" conducted by Dr. G. M. Weir. Ottawa, Department of pensions and national health, 1944. 15 p.

Canada. Department of pensions and national health. What will I do when the war is won? Provisions already made and plans under way for the re-establishment of Canadian service personnel in civil life, compiled for the information of the members of the Canadian Navy, Army, Air Force. Ottawa, King's printer, 1943. 32 p.

—Laws, statutes, etc. Reinstatement in civil employment act. Statutes of Canada, 1942, c. 31, King's printer, 1942, 4 p.

—Veterans' land act. Ottawa, King's printer, 1942. 17 p.

—Parliament. House of Commons. Special committee on land settlement of veterans of the present war. Minutes of proceedings and evidence. Ottawa, King's printer, 1942. Nos. 1-11. (Includes reports 1-5.)

—Special committee on reconstruction and re-establishment. Minutes of proceedings and evidence. Ottawa, King's printer, 1942. 13 Nos. (Includes reports 1-3.)

—Minutes of proceedings and evidence. (Session 1943). Ottawa, King's printer, 1943. 37 Nos. (Includes report No. 4.)

—Minutes of proceedings and evidence. (Session 1944). Ottawa, King's printer, 1944. 16 Nos.

—Report of House of Commons committee on reconstruction. Ottawa, King's printer, 1944. 6 p. Reprinted from the LABOUR GAZETTE, Ottawa, February, 1944.

—Senate. Special committee on economic re-establishment and social security. Proceedings of the Special committee on economic re-establishment and social security. Ottawa, King's printer, 1943.

—Wartime information board. Rehabilitation of service men and women. Ottawa, W.I.B., 1944. 6 p. (Post-war planning information No. 1.)

—Supplement to "Rehabilitation of service men and women." Ottawa, W.I.B., 1944. 4 p. (Post-war planning information No. 1A. June 15, 1944.)

Chisholm, G. B. The soldier's return: introduction by Major General G. B. Chisholm over the Trans-Canada network of the C.B.C., December 6, 1944. Toronto, C.B.C., 1944. 5 p. Mimeographed.

Corbett, E. A. Future for fighters. Ottawa, Wartime information board, 1944. 19 p. (Canadian affairs, Canadian edition. Vol. 1, No. 2, February 1, 1944.)

The Church of England in Canada. Council for social service. Rehabilitation of men and women from the forces. Toronto, The council for social service of the Church of England in Canada, 1944. 12 p. (The Bulletin No. 112, Feb. 2, 1944.)

England, Robert. Canada and the discharged service man. (Public affairs, Halifax, Winter 1944. p. 108-112.)

—Discharged, a commentary on civil re-establishment of veterans in Canada. Toronto. Macmillan company, 1943. 468 p.

Flaherty, Frank. Rehabilitation. (Canadian affairs, Ottawa, August 1, 1943. p. 1-10.)

International labour office. Manpower mobilization for peace. Montreal, International labour office, 1943. 78 p.

King, William Lyon Mackenzie. Canada's provision for her fighting forces, broadcast by W. L. Mackenzie King from Ottawa, August 16, 1944. Ottawa, Dadson-Merrill press, 1944. 12 p.

Marsh, Leonard C. Will there be jobs? by L. C. Marsh and O. J. Firestone, Ottawa, King's printer, 1944. 23 p. (Canadian affairs,

Canadian edition Vol. 1, No. 18, October 1, 1944.)

McDonald, H. F. Veterans of the present war. Ottawa, Director of public information, 1941. 19 p.

Senior, C. N. When the boys come home; their post-war opportunities in Canada, by C. N. Senior with a foreword by Wilfred Bovey. Toronto, Wm. Collins and Sons, 1944. 190 p. (Supplement 1944. 4 p.)

Toronto. Reconstruction council. Interim reports numbers 1—Toronto. Reconstruction council 1943—

Trades and labour congress of Canada. Victory—What then? Interim report of the Standing committee on Post-war rehabilitation and reconstruction presented to the 59th annual convention of the Congress held in Quebec, August 30-September 3, 1943. Ottawa, Progressive printers, 1943. 20 p.

Vancouver. Board of trade. Post-war policy committee. Advertising and sales bureau. Report on post-war reconstruction policies, prepared by Post-war policy committee, Advertising and sales bureau. Vancouver, Board of trade, 1943. 73 p.

GREAT BRITAIN

British information services. Information division. Rehabilitation in Great Britain. New York, British information services, 1944. 12 p. (I.D. 455.)

British information services. Training for the future—Britain plans full retraining programs for veterans, to meet her vast wartime changes. (Labor and industry in Great Britain, New York, January, 1944. p. 3-7.)

Conservative and unionist party organization. Central committee on post-war reconstruction. Subcommittee on demobilization and resettlement. Demobilization and resettlement, being the first interim report of the Conservative sub-committee on demobilization and resettlement. London, Conservative and unionist party organization, 1943. 31 p. (Looking ahead series.)

Davison, Sir Ronald. Remobilization for peace. London, Pilot press, 1944. 56 p. (Target for tomorrow No. 12.)

Gibson, George. Demobilization and resettlement. London, Odhams press ltd., 1944. 24 p. (Post-war discussion pamphlets No. 5.)

Great Britain. Inter-departmental committee on the rehabilitation and resettlement of disabled persons. Report. London, H.M.S.O., 1943. 51 p. (Cmd. 6415.)

—Laws, Statutes, etc. Disabled persons (employment) act. London, H.M.S.O., 1944. 2 p.

—Reinstatement in civil employment act. Statutes of Great Britain, 1944. London, H.M.S.O., 1944.

—Ministry of labour and national service. Interim scheme for the training and resettlement of disabled persons. October, 1941. London. Ministry of labour and national service, 1941. 8p. (PL 93/1941.)

—Training and resettlement of disabled persons. London. Ministry of labour and national service, 1944. 10 p. (PL 93/1944.)

—Ministry of reconstruction. Employment policy. Presented by the Minister of reconstruction to Parliament by Command of His Majesty, May, 1944, London, H.M.S.O., 1944. 31 p. (Cmd. 6527.)

Keith, Janet R. Veteran rehabilitation plans of the English speaking nations. (Canadian business, Montreal, October, 1944. p. 44-46, 128-130.)

Labour research department. Reinstatement of service men and women. Retraining and reinstatement of the disabled. A guide to the new acts. London, Labour research department, 1944. 16 p. (Worker's pocket series No. 14.)

Political and economic planning. Military demobilization. (Planning, London, February 4, 1944. No. 217. p. 3-13.)

Trades union congress. The reinstatement in civil employment. London, Trades union congress, 1944. 4 p. (The Law explained No. 4.)

NEW ZEALAND

Nash, Walter. Social progress in New Zealand, by Walter Nash. London, Labour party, 1944. 18 p.

New Zealand. Rehabilitation department. Farm training and settlement facilities for ex-service men. Wellington, Rehabilitation department, 1944. 18 p. (Circular memorandum rehabilitation No. 94.) Mimeographed.

— Land settlement and farm training. Wellington, Rehabilitation department, 1944. 14 p. (Circular memorandum rehabilitation No. 149.) Mimeographed.

— Policy memoranda. For secretaries and members of rehabilitation committees. No 1—July, 1943—Wellington, 1943. Mimeographed. — Rehabilitation activity statements, March 31, 1944. Wellington, N.Z. 1944.

UNITED STATES

American arbitration association. Reemployment of G.I. Joe. (Arbitration magazine, New York, September-October, 1944, p. 1-3.)

American council on public affairs. Going back to civilian life. Washington, Public affairs press, 1944. 26 p.

Andrews, John N. Re-employment and post-war planning. (The Annals of the American academy of political and social science, March, 1942. p. 186-192.)

Baer, Max F. When the boys come marching home. (Occupations, New York, October, 1943. p. 10-16.)

Benoit-Smullyan, Emile. State variations in war migration and post-war demobilization, by Emile Benoit-Smullyan and Bettina G. Conant. (Monthly labor review, Washington, September, 1944. p. 481-495.)

Bruner, Jerome S. Public thinking on post-war problems. Washington, National planning association, 1943. 36 p. (Planning pamphlet, No. 23.)

Committee for economic development. Plan post-war jobs—now; suggestions for industrial employers. Washington, The Committee for economic development, Field development division, 1943. 32 p.

Congress of industrial organizations. National political action committee. Full employment; proceedings of the conference on full employment. New York, C.I.O. Political action committee, 1944. 158 p.

Connecticut. Reemployment commission. Statement of policy and preliminary report of Connecticut reemployment commission to Governor Raymond E. Baldwin, December 28, 1943. Hartford, Connecticut reemployment commission, 1944. 23 p.

Corson, John Jay. Manpower for victory; total mobilization for total war, by John J. Corson—with a foreword by Paul V. McNutt. New York, Farrar and Rinehart, inc., 1943. 299 p.

Doherty, William Brown. ed. Rehabilitation of the war injured, a symposium edited by William Brown Doherty and Dagobert D. Reeves. New York, Philosophical library, 1943. 684 p.

Factors determining post-war job transfers and unemployment. (Monthly labor review, Washington, February, 1944. p. 269-279.)

Factory management and maintenance. Jobs after the war. New York, McGraw-Hill company, 1943. 2 Nos. Contents: 1. Reemployment of veterans. 2. War contract termination. Reprints from Factory management and maintenance, July and October, 1943.

Golder, Benjamin M. Reemployment of veterans. (The Management record, New York, July, 1944. p. 179-185.)

Gray, Carl. The Gray plan for post-war reemployment. (Occupations, New York, October, 1943. p. 3-9.)

Howenstine, E. Jay. The economics of demobilization by E. J. Howenstine, with an introduction by Dr. Alvin H. Hansen. Washington, Public affairs press, 1944. 336 p.

Huddle, Frank P. Priorities in demobilization. Washington, Editorial research reports, 1944. p. 59-75. (Vol. 11, 1944. No. 4, July 28, 1944.)

Industrial relations counselors, inc. Reemployment of veterans. New York, Industrial relations counselors, 1944. 70 p. (Industrial relations memos. No. 68, April 17, 1944.) Mimeographed.

Jobs for veterans. Auto industry plans for putting ex-service men to work are focusing attention on industry-labor contest for soldiers' favor. (Business week, New York, November 25, 1944. p. 106-110.)

Kellock, Harold. Demobilization. Washington, Editorial research reports, 1943. p. 111-124. (Volume II, No. 7, August 21, 1943.)

Layne, Donn. Home towns plan soldiers jobs. (Nation's business, Washington, May, 1944. p. 27, 72-76.)

— When G. I. Joe comes home. (Nation's business, Washington, April, 1944. p. 21 and 78-84.)

Livingston, Frank. Returning service men I. Personnel's preparation for. II. Northwestern national life program. III. War-damaged nerves by Doncaster G. Humm. (Personnel journal, New York, November, 1944. p. 162-175.)

Lorwin, Lewis L. Post-war plans of the United nations. New York, Twentieth century fund, 1943. 307 p.

Los Angeles. Chamber of Commerce. Research committee. Our manpower problem in the post-war years. Los Angeles, Chamber of commerce, 1944. 14 p.

Macdonald, Mary E. Federal grants for vocational rehabilitation, by Mary E. Macdonald. Chicago, University of Chicago press, 1944. 404 p. (Chicago, University. Social service monographs.)

McFarland, Ross. Physically handicapped workers. (Harvard business review, New York, Autumn, 1944. p. 1-31.)

National association of manufacturers. Rehabilitation and training for post-war employment. A panel discussion at the second war congress of American industry, December, 1943. National association of manufacturers, 1944. 38 p.

National industrial conference board. Seniority and re-employment of war veterans. New York, National industrial conference board, 1944. 12 p. (Studies in personnel policy No. 65.)

National planning association. When demobilization day comes. Washington, National planning association, 1942. 35 p. (Planning pamphlets No. 14.)

New Jersey. Commission on post-war economic welfare. A New Jersey program for the post-war period. First report. Submitted to the Governor and the Legislature. February 28, 1944. Trenton, New Jersey, 1944. 141 p.

Princeton University. Department of economics and social institutions. Industrial relations section. Seniority problems during demobilization and reconversion by Frederick H. Harbison. Princeton, New Jersey, Industrial relations section, Department of economics and social institutions, Princeton university, 1944. 31 p. (Its research report series No. 70.)

Russell Sage foundation. Library. Rehabilitation of the disabled service men revised and enlarged edition compiled by Felicia Fuss. New York, Russell Sage foundation, 1944. 14 p. (Bulletin No. 162.)

Schlotterbeck, Karl T. Post-war reemployment, the magnitude of the problem. Washington, Brookings institution, 1943. 27 p. (Pamphlet No. 54.)

Science research associates. Vocational rehabilitation workers. Chicago, Science research associates, 1944. 4 p. (Occupational briefs of war and post-war job fields No. 53.)

Selby, C. D. Putting the disabled veteran back to work—a panel discussion by C. D. Selby and others. Pittsburgh, Industrial hygiene foundation, 1943. 24 p. (Industrial hygiene foundation Special series, Bulletin No. 2.)

Soldiers, jobs and the peace. (Fortune, Jersey City, October, 1943. p. 111-115, 200-212.)

Stewart, Maxwell S. When I get out will I find a job? New York, Public affairs committee, inc., 1943. 31 p. (Public affairs pamphlet, No. 86.)

U.S. Bureau of agricultural economics. Let's talk about when Joe comes home and comes back to the farm. Washington, G.P.O., 1944. 6 p.

U.S. Bureau of manpower utilization. Division of occupational analysis and manning tables. Special aids for placing military personnel in civilian jobs. (Enlisted army personnel.) Washington, G.P.O., 1944. 490 p. — Civil service commission. From military service to civil service answers to questions of returning service men and service women about federal employment. Washington, G.P.O., 1943. 24 p.

— — — Medical division. Operations manual for the placement of the physically handicapped, 3rd edition. Washington, G.P.O., 1944. 473 p. — Congress. House. Committee on education. Vocational rehabilitation act amendments of 1943. Report to accompany H.R. 2536. Washington, G.P.O., 1943. 17 p. (U.S. 78th Congress 1st session House. Report 426.)

— — — Vocational rehabilitation education and training. Hearing before the Committee on education House of Representatives, 78th Congress, 1st session on H.R. 699 a bill to provide vocational rehabilitation education, training and other services to persons disabled while members of the armed forces, or disabled in war industries or through other causes, or congenitally disabled, and to render such persons fit for service in war industries, agriculture or other useful civilian industry, and for other

purposes. February 2, 3, 4, 5, 9, 10, 11, 12, 1943. Washington, G.P.O., 1943. 207 p.

— — — Committee on conference. Vocational rehabilitation act amendments of 1943. Conference report (to accompany H.R. 2536.) Washington, G.P.O., 1943. 5 p. (U.S. 78th Congress. 1st session House. Report 613.)

— — — Committee on military affairs. Mustering-out pay. Hearings before the Committee on military affairs, House of Representatives, 78th Congress, 1st session on H.R. 3742 and H.R. 3799. Bills to provide for payment of mustering-out pay to members of the armed forces and for other purposes, December 8, 9 and 10, 1943. Washington, G.P.O., 1944. 80 p.

— — — Senate. Committee on education and labour. The service men's education and training act of 1944. Hearings before the Committee on education and labour. U.S. Senate, 78th Congress. 1st session, on S. 1295, a bill providing for loans to war service persons for educational purposes and S. 1509 a bill to provide for the education and training of members of the armed forces and the merchant marine after their discharge or conclusion of service, and for other purposes, December 13, 14 and 15, 1943. Washington, G.P.O., 1944. 137 p.

— — — Vocational rehabilitation act amendments of 1943. Report (to accompany H.R. 2536). Washington, G.P.O., 1943. 8 p. (U.S. 78th Congress 1st session. Senate. Report 320)

— — — Committee on military affairs. Mustering-out payments. Hearings before the Committee on military affairs U.S. Senate, 78th Congress, 1st session on S. 1543 a bill to provide for payment of mustering-out pay to members of the armed forces, and for other purposes, December 1, 1943. Washington, G.P.O., 1943. 36 p.

— — — Service men's education and training act of 1944. Report (to accompany S. 1509). Washington, G.P.O., 1944. 2 pts. (U.S. 78th Congress. 2d. session. Senate. Report 687.)

— Laws, Statutes, etc. To amend the act entitled "an act to provide for the promotion of vocational rehabilitation of persons disabled in industry or otherwise and their return to civil employment". (Public law 113-78th Congress.) Washington, G.P.O., 1943, 7 p.

— — Mustering-out payment act of 1944. (Public law 225—78th Congress), 3 February, 1944. Washington, G.P.O., 1944.

— — Service men's readjustment act of 1944. (Public law 346—78th Congress.) Washington, G.P.O., 1944. 20 p.

— National resources planning board. Demobilization and readjustment. Report of the Conference on Post-war readjustment of civilian and military personnel, June, 1943. Washington. National resources planning board, 1943. 106 p.

— Office of vocational rehabilitation. A public service for restoring the handicapped to useful employment. Washington, Office of vocational rehabilitation, 1944. 7 p. Mimeographed.

— — Regulations governing the plans and program for vocational rehabilitation pursuant to Public law 113, 78th Congress. 1st session. approved July 6, 1943. Title 45—Public welfare, chapter vi. Washington, Office of vocational rehabilitation, 1943. 17 p.

— Office of war information. Report on employment and training of discharged veterans. Washington, Office of war information, 1943. 10 p.

— Office of war mobilization. Report on war and post-war adjustment policies. February 15,

1944. Bernard M. Baruch and John M. Hancock. Washington, G.P.O., 1944. 108 p.
 — Selective service system. Information concerning the veterans' assistance program of the Selective service system. Washington, G.P.O., 1944. 46 p.
 — War manpower commission. Selective placement for the handicapped training program, instructors discussion outlines. Washington, War manpower commission, 1943. 228 p.
 — — Bureau of placement. Expanded service to veterans as described in U.S.E.S. manual-supplement No. 1 the operation of local employment offices revised December 31, 1943. Washington, Bureau of placement, 1944. 4 p. (Employment office training program.)

— — — How to recognize the need for selective placement for the handicapped. Washington, G.P.O., 1944. 23 p. (Employment office training program, Unit thirteen, Instructor's guide.)
 Vocational rehabilitation of disabled veterans of World War II. (Monthly labor review, Washington, January, 1944. p. 109-111.)
 Waller, Willard Walter. The veteran comes back. New York, Dryden press, 1944. 316 p.
 Williams, Bern. Your post-war job. Where and how to find employment after the shooting stops. Illustrated by Sam Koltun. New York, Bernard and Ellis, 1944. 64 p.
 Wolf, George W. Realism in post-war planning. New York, Commerce and industry association, 1943. 60 p. Mimeographed.

Causes and Treatment of Carbon Monoxide Poisoning

Carbon monoxide poisoning is especially prevalent during the winter months, although exposures in industry and from industrial processes are a source of trouble the year round. Dr. C. F. Blackler, in an article in the December issue of *Industrial Hygiene and Industrial Medicine Bulletin*, points out that "the common sources of carbon monoxide poisoning in winter are from furnaces and exhaust gases from automobiles." The smoke from a coal fire contains varying amounts of carbon monoxide—depending on how free the draft is. The greatest danger exists when the heating equipment is faulty because of ill fitting pipes, worn and corroded parts, or where pipes and chimneys are clogged with soot and unburned materials. "Too masterful checking and banking of fires constitute a very real source of danger." It is pointed out that hot air furnaces are most prone to give rise to carbon monoxide poisoning and sufficient thought is not always given to the fact that defective parts "may allow direct penetration of coal gas from the burning surfaces right into the room". Attention is also drawn to the fact that gas from charcoal braziers and from coal and coke-burning "salamanders" contains considerable quantities of carbon monoxide, especially when operated without flues. Then too, illuminating gas, notably when made by passing steam over heated coke, may contain as much as 35 to 40 per cent of carbon monoxide. A still further danger exists this year in that many householders must take delivery of grades of coal with the combustive qualities of which they are not always familiar. The most obvious remedy is close attention to the firing characteristics of the fuel used, removal of soot or other obstruction from flues and

chimneys and the prompt stopping of all cracks and leaks in the heating or gas-lighting systems.

Dr. Blackler points out that "well over a hundred occupations offer exposures in varying degrees" to carbon monoxide poisoning. The more important of these are: "blasting operations, explosions in mines and quarries, in steel mills, blast furnaces, in artificial gas and coke plants". A considerable hazard also exists in the distillation of coal tar, acetylene welding and in the melting and pouring of metal in foundries.

Motorists and truck drivers are also frequently exposed to carbon monoxide from their motor engines. To avoid this danger, cars and trucks should be inspected regularly for leaky exhaust connections, loose or broken floor boards, and defective floor coverings. Motors should never be kept running in a closed garage, nor should cars or trucks be driven with all the windows closed. As carbon monoxide gives no warning of its presence, drivers should get out of their vehicles and into fresh air at the first sign of headache, smarting eyes, dizziness, sickness or drowsiness.

Dr. Blackler provides the following method of treating persons affected by carbon monoxide poisoning:

"All treatment begins with the prompt removal of the patient from the exposure. Artificial respiration should be begun at once if breathing has stopped. A mixture of 95 per cent oxygen and five per cent carbon dioxide should be obtained as quickly as possible and for this purpose it may be necessary carefully to remove the patient to hospital. The circulation may be helped by brisk rubbing."

Accident Prevention in British Columbia

Formation of Plant Employer-Worker Committees

ON December 6, 1944, the British Columbia Workmen's Compensation Board in Vancouver issued directions relative to the creation and functioning of Accident Prevention Committees.

Such a Committee, consisting of between four and twelve members, must be maintained for every operation in which twenty-five or more men are employed. Committee members must be designated in equal numbers by the workmen and by the employers, the workmen's representatives being regular employees with at least one year's experience in the type of operation over which their duties extend.

It is the duty of the Committee to make a thorough inspection of the entire plant at least once a month in order to determine hazardous conditions, check unsafe practices and receive complaints and recommendations. It is also required to investigate all serious accidents and unsafe conditions and practices reported to it, including accidents which might have caused serious injury. Regular meetings are to be held monthly or oftener, for the discussion of recent accidents, their causes, means of prevention, and inspection and investigation reports. Records of investigations, inspections, complaints, recommendations and minutes of the meetings are to be kept, the minutes indicating what action has been taken on previous suggestions and recommendations and if no action has been taken regarding a recorded accident, the reason is to be given. Copies of the records must be sent to the Workmen's Compensation Board. Committees must investigate fire conditions, and examine

all fire-fighting appliances and lighting arrangements, reporting all insufficiently lighted places to the employers. All machinery, transmission stops, cables, blocks, slings, chains, tongs, tools, equipment and accident prevention devices must be inspected. The Committee is to provide facilities in each establishment for receiving written complaints and recommendations.

In addition to these duties, Committees in logging camps must inspect particularly all spar-trees, gin-poles, skid-roads, and general working conditions around the camps.

The Board has also issued a letter to employers warning against allowing methods of conserving consumer goods to endanger the safety of workmen. It is pointed out that while the slogan *Wear it out; Make it do; Do without;* serves a useful purpose in wartime, the "Make it do" portion presents difficulties, and that although it is sometimes necessary to use inventive skill to keep the wheels of industry turning, and cleverness in doing make-shift repairs has a definite place in operations carried on in remote areas where there are no supply houses and repair shops, resourcefulness in contriving repairs and substitutes may be a liability instead of an asset if the safety of the workmen is not kept in mind. Ingenuity should be used only if the laws governing the action of the contemplated device are observed.

The letter concludes with a warning against allowing pressure in any kind of container to exceed a safe limit and requests employers to make certain that their workmen never use unsafe pressure vessels.

United States Accident Reduction Drive

AN article, in the "Labour Information Bulletin", for November, 1944, issued by the United States Department of Labour, shows the progress being made by certain American plants in the drive for a 40 per cent reduction in accident frequency.

The article points out that in seeking the co-operation of New England war plants, the accident reduction goal was tied directly in with production and manpower requirements of industrial groups in this section. Reports received from the participating firms show that the record stood at 11,709 injuries among 624,026 workers during the first half of 1944, an average of one injury per 52 workers. During the corresponding period of the previous year, 13,999 injuries occurred among

639,258 workers, an average of one injury per 46 workers. The same group of firms reduced their 1943 total by 1,433 during the third quarter of 1944, the first three months of the drive, achieving a 25 per cent improvement over the record for the first six months of the year. The total reduction for the first nine months of 1944, amounts to 3,730 injuries. "Assuming that all of the prevented accidents would have produced nothing more serious than temporary disability," says the report, "the resultant saving, on the basis of 15 days' lost time per temporary total, would amount to some 56,000 days".

The Secretary of Labour has promised an award to firms attaining a 40 per cent accident reduction in their own operations.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

VOLUME XLV]

FEBRUARY, 1945

[NUMBER 2

Notes of Current Interest

Effect of
wartime labour
regulations in
reducing time
loss from strikes
Reference was made in the
January LABOUR GAZETTE
(p. 2) to the decline in
strike activity during 1944.
Working time lost through
strikes and lockouts during
1944 was 51·8 per cent less
than in 1943, according to preliminary figures.

In commenting upon the decline in the time lost through work interruptions arising out of industrial disputes, Hon. Humphrey Mitchell, Minister of Labour, pointed out that the War-time Labour Relations Regulations, P.C. 1003, became effective on March 20, 1944, and that undoubtedly the administration of the Regulations through the National and Provincial Wartime Labour Relations Boards had had an important effect in reducing time lost due to industrial disputes.

The Regulations, the Minister pointed out, established an orderly procedure for the settlement of what had at times been a most contentious question, namely, the designation of the particular organization which employers should recognize as the bargaining agency of their employees.

"Prior to the passage of the Regulations," the Minister said, "the settlement of this question caused considerable industrial unrest among employees, to the detriment of Canada's war effort. It was with a view to minimizing the effect of this problem on industrial production that the Regulations were passed."

Under the Regulations a National Board and a number of Provincial Boards were set up.

The Provincial Boards were established to deal with certain cases which ordinarily would come within the jurisdiction of the Province; while the National Board deals with industries and public utilities ordinarily under the jurisdiction of the Federal Government. (L.G. Feb., 1944, p. 135.)

From the passage of the Order in Council to December 30, 1944, more than 1,800 applications for the certification of bargaining representatives have been dealt with by the National and Provincial Boards and bargaining representatives had been certified in 85 of these cases by the National Board, and 1,046 certificates had been issued by Provincial Boards. A further 357 cases were still pending before the Boards, at the end of the year.

At the recent session in London of the International Labour Organization committee on constitutional questions the Canadian Government representative, Mr. Paul Martin, K.C., M.P., was elected to preside as chairman.

The committee's principal function was to study the relationship of the I.L.O. to other international bodies (such as U.N.R.R.A.) and the place of the I.L.O. in a general international organization such as was planned at the Dumbarton Oaks conference last summer (L.G., Dec., 1944, p. 1463).

Last May Mr. Martin was chairman of the Employment Committee at the Philadelphia Conference of the I.L.O.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

At the beginning of December, industrial employment showed further increase to 185·7, exceeding the gain which

had taken place in the corresponding period of 1943. It was lower however than at December 1, 1943. Although the upward trend is contra-seasonal according to pre-war experience, it conforms with the movement which has occurred at the beginning of December in 1941, 1942 and 1943. The index was 183·8 in

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1945	1944		1944	1943	
	January	December	November	January	December	November
Employment Index..... ⁽¹⁾		185·7	183·8	185·7	190·5	188·7
Unemployment percentage (trade union members)..... ⁽²⁾	0·6			0·8	0·6	0·3
Unemployment Insurance claims.....		13,770	11,798	6,562	6,562	2,896
Index numbers, aggregate weekly payrolls..... ⁽³⁾			151·0	140·4	153·4	152·0
Per capita weekly earnings..... \$		32·19	32·29	29·67	31·61	31·50
Prices, Wholesale Index..... ⁽¹⁾	102·8	102·5	102·4	102·5	102·5	102·4
Cost of Living Index..... ⁽⁴⁾	118·6	118·5	118·9	119·0	119·2	119·4
Retail sales unadjusted index..... ⁽⁴⁾		237·8	190·6	133·2	220·5	174·1
Retail sales adjusted index..... ⁽⁵⁾		173·1	181·9	167·0	169·0	165·0
Wholesale sales..... ⁽⁴⁾		171·5	195·3	156·7	164·1	172·2
Common stocks index..... ⁽⁴⁾	88·8	86·6	86·0	81·5	80·5	79·6
Preferred stocks index..... ⁽⁴⁾		129·8	128·8	118·2	115·8	115·3
Bond yields, Dominion index..... ⁽⁴⁾	96·7	96·9	97·0	97·3	97·3	97·3
Physical Volume of Business Index..... ⁽⁶⁾		233·0	227·9	247·0	248·8	242·9
INDUSTRIAL PRODUCTION..... ⁽⁴⁾		256·0	255·4	275·4	282·0	282·5
Mineral Production..... ⁽⁴⁾		189·3	191·7	249·7	244·8	292·3
Manufacturing..... ⁽⁴⁾		283·7	284·7	303·5	308·4	308·9
Construction..... ⁽⁴⁾		122·6	92·7	69·6	107·6	70·4
Electric power..... ⁽⁴⁾		144·7	148·5	156·3	153·5	149·4
Distribution..... ⁽⁴⁾		185·5	171·1	188·0	180·3	158·7
Carloadings..... ⁽⁴⁾			142·3	154·7	153·2	138·8
Tons carried, freight..... ⁽⁴⁾			164·4	200·5	196·1	164·5
Trade, external, excluding gold..... \$		397,366,373	459,089,601	372,358,627	442,835,828	453,723,018
Imports, excluding gold..... \$		127,216,563	141,616,864	126,368,990	134,872,074	180,310,824
Exports, excluding gold..... \$		266,879,442	312,490,949	242,011,434	302,571,724	289,912,212
Bank debits to individual accounts..... \$		5,063,008,959	6,671,201,033	4,512,473,921	4,850,427,912	5,913,477,221
Bank notes in circulation..... ⁽⁶⁾ \$		902,600,000	913,500,000	793,700,000	760,300,000	767,300,000
Bank deposits in savings..... \$		2,422,963,053	2,343,141,318	2,026,213,155	1,947,774,749	1,882,539,537
Bank loans, commercial, etc..... \$		1,182,187,565	1,231,088,038	1,037,238,934	1,103,715,772	1,201,230,243
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	215,440	275,405	303,082	268,818	238,822	293,894
Canadian National Railways operating revenues..... \$			32,809,000	28,901,300	34,345,000	32,973,500
operating expenses..... \$			28,373,543	24,898,263	27,530,080	26,854,976
Canadian Pacific Railway traffic earnings..... \$		25,592,166	27,165,196	23,935,635	27,282,828	27,461,492
Canadian Pacific Railway operating expenses, all lines..... \$		20,842,231	21,135,118	21,097,122	22,265,179	21,870,852
Steam railways, freight in ton-miles.....			5,597,194,000	5,083,342,000		5,868,132,000
Building permits..... \$		7,810,386	9,056,141	4,716,036	6,381,375	6,459,327
Contracts awarded..... ⁽⁸⁾ \$	11,721,900	12,730,000	18,901,600	8,782,400	26,122,600	14,146,500
Mineral Production—						
Pig iron..... tons		139,152	146,972	132,128	137,256	142,249
Steel ingots and castings..... tons		243,482	268,923	242,180	227,822	259,444
Ferro-alloys..... tons		12,391	15,280	16,495	17,038	16,169
Gold..... ounces				1,620,669	262,995	267,797
Coal..... tons			1,637,863	257,793	1,609,349	1,454,309
Copper..... pounds				49,657,556	47,740,227	47,505,267
Nickel..... pounds				23,545,474	24,003,550	23,175,838
Lead..... pounds				32,710,339	31,533,792	34,635,657
Zinc..... pounds				47,509,864	51,595,307	46,989,693
Timber scaled in British Columbia..... bd. ft.		229,094,818	270,825,205	172,575,901	324,358,681	272,138,219
Flour production..... bbls.		2,029,530	2,306,607	2,041,193	2,173,433	2,173,831
Footwear production..... pairs			3,130,972	2,699,677	2,704,543	2,925,780
Output of central electric stations..... k.w.h.		3,356,102,000	3,439,651,000	3,528,908,000	3,559,509,000	3,460,737,000
Sales of insurance..... \$			52,349,000	56,259,000	51,253,000	53,207,000
Newsprint production..... tons		244,970	256,762	242,660	249,690	256,340

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended January 25, 1945.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended January 27, 1945, and corresponding previous periods. (8) Maclean's Building Review.

the preceding month, and 190.5 at December 1, 1943. The average of the indexes of employment for the twelve months of 1944 is lower than the average for 1943, although higher than for the other years of the war. The 15,018 establishments reporting to the Bureau showed a total working force of 1,887,752 which was 1.1 per cent greater than at November 1. The total weekly wages and salaries paid to these employees increased from the previous month by 0.8 per cent to \$60,770,994 at December 1. Per capita weekly earnings declined from \$32.29 at November 1 to \$32.19 at the date under review.

The greatest advances in employment at the beginning of December, as compared with the previous month, occurred in logging and in trade. There were smaller but important gains in mining and transportation. Activity in manufacturing showed a seasonal decrease in the first December contraction recorded since the outbreak of hostilities. There was a contra-seasonal upward trend in transportation which took place in local and steam railway transportation, while the shipping and stevedoring division was slacker. The seasonal curtailment in construction and maintenance was decidedly below average.

The index of the physical volume of business increased from 227.9 at November to 233 at December. Productive operations were greater in 1944 than in any other year; the index averaged 236.8 as compared to 235.9 in 1943. Mineral production, manufacturing and electric power production averaged lower in December while the indexes for the distribution of commodities and for construction experienced increases.

Wages Control Order amended With the passage last December of an amendment to the Wartime Salaries Order (L.G., Jan., 1945, p. 4) which among other things excluded all persons earning less than \$250 per month from the operations of the Salaries Order, a corresponding amendment became necessary in the Wartime Wages Control Order.

Such an amendment has been made by Order in Council P.C. 655 of January 30, which brings all employees earning less than \$250 per month under the Wages Order.

Previously all persons earning less than \$195 per month came under the Wages Order, and persons earning between \$195 and \$250 per month came under one order or the other depending on whether or not they were above the rank of foreman or comparable rank.

Inasmuch as the Wartime Wages Control Order, 1943, had directed all employers to incorporate the cost-of-living bonus into basic

wage rates and the Wartime Salaries Order as amended had only authorized such action, it was also found necessary to direct that employers of those employees now being brought within the provisions of the Wages Order incorporate the cost-of-living bonus, if such action had not already been taken. Accordingly Order in Council P.C. 655 has undertaken to direct such employers to incorporate, in any payroll period commencing on or after March 15, 1945, the cost-of-living bonus being paid on the last payroll period ending on or before December 1, 1944.

Royal Commission on Coal continues hearings

The Royal Commission on Coal, having conducted hearings in the Maritimes during January and February, planned to continue its inquiry in Ottawa commencing on February 26. The Commission will then proceed to the Pacific Coast to commence sittings on the 26th of March.

This itinerary is based on the decision to study questions of production prior to studying questions of distribution and related matters.

During January the Commission heard briefs from the Dominion Steel and Coal Corporation; the Independent Coal Operators' Associations; various municipal and citizens' groups; and the Northside Credit Union Chapter.

The United Mine Workers, District 26, which had prepared a brief, decided to prepare a new brief to be presented to the Commission at a later time, probably in Sydney, when Dosco will be presenting further information requested by the Commission.

Wage rates for trainees in industry

A recent Order in Council gives authority to the Department of Labour, with the approval of the Department of Veterans Affairs, to establish wage rates to be paid to ex-members of the Forces who are placed with employers for training in industry after discharge. The Order in Council, announced by the Hon. Humphrey Mitchell, Minister of Labour, was passed on the joint recommendation of the Ministers of Labour and Veterans Affairs.

The training referred to is given through the Department of Labour under the Vocational Training Co-ordination Act, and while the Dominion Government meets most of the cost of training discharged persons, the actual training is carried on in co-operation with the Provincial Governments.

The Order defines a "trainee" for its purposes as "a former member of His Majesty's

Canadian Forces or former member of any of His Majesty's Forces who was, at the time of enlistment, domiciled in Canada or any other persons with respect to whom authority for the granting of vocational training is or may be vested in the Minister of Veterans Affairs, if such former member or other persons are approved for such training by such Minister."

It is provided that the schedule of compensation established under the Order as payable to the trainee during his period of training shall be made up of two separate amounts: one amount is to be payable by the employer to the trainee, and the second amount is to be payable as a grant from the Department of Veterans Affairs, but this amount is not to exceed the sum which may be paid to the veteran under the Post Discharge Re-Establishment Order.

One effect of the new regulation is that the Department of Labour may establish schedules of rates for trainees without its being necessary for the employer to apply to a War Labour Board for the fixing of rates. When fixing the rates the Department will also have to determine the length of the training period, based on the nature and extent of the skill to be acquired, and on previous experience and training. Also, the total sum payable to the trainee—that is, by both employer and by the Department of Veterans Affairs—is to be fixed at approximately 80 per cent of the wage ordinarily payable by an employer for the occupational classification in which the person is being trained.

Employers or employees, when making contributions under Unemployment Insurance, Workmen's Compensation or other similar legislation, are required to regard as the wage rate for contribution purposes the total sum paid to the trainee—that is, both the amount paid by the employer and the amount paid by the Department of Veterans Affairs.

In commenting upon the fixing of training compensation by the Labour Department, the Minister of Labour said: "It will be the object of the Department to relate the portion of compensation payable by the employer, to the value received by the employer from the trainee's services at various stages during the course of the training. Thus, as the trainee improves his value, but continues at training, rates will be adjusted so that the employer will pay more and the Department of Veterans Affairs will pay less."

A more detailed summary of the provisions of this Order (P.C. 9597) appears in the *Labour Law* section of this issue.

Fractional advance in cost-of-living index

The Dominion Bureau of Statistics cost-of-living index advanced from 118.5 for December 1, 1944 to 118.6 for January 2, 1945. Increases in the fuel and light, clothing and miscellaneous groups outweighed fractional decreases for foods and home furnishings and services.

The fuel and light index advanced from 108.1 to 109.1; rebates in electricity bills made a year ago were spread over the past year, since in effect they represented a return to the customer covering an annual period. This change, therefore, reflects a return to an index level based upon normal rates and not an increase in rates. The clothing index moved up from 121.6 to 121.8 on scattered price changes affecting men's wear, women's wear and piece goods. An advance in the miscellaneous items index from 108.9 to 109.2 was due mostly to higher hospital rates. The food index fell from 130.3 to 130.2 as lower prices for eggs overbalanced increases for vegetables and fruits. Home furnishings and services declined fractionally from 118.4 to 118.3.

After adjustment to the base August, 1939, as 100 the index was 117.7 at January 2. The wartime increase has been 17.7 per cent.

Conference of Industrial Production Co-operation Board

attendance.

A three-day conference of the Industrial Production Co-operation Board was held in Ottawa during January, with members of the Board, the Advisory Committee and Fieldmen in attendance. Matters relating to the progress made to date in the formation of labour-management production committees in various industries were considered. A round table discussion followed as to further ways and means of bringing to the attention of employer and employee groups the benefits of these committees in operation.

Arthur MacNamara, Director of National Selective Service, congratulated the officers of the Board and the field men on their efforts to date in establishing about 300 joint labour-management committees in various industries. "This form of co-operation between labour and management has resulted in a fuller understanding and a pooling of their resources", he said.

The following Fieldmen of the Board attended the conference sessions: E. A. Collom and S. J. Walton, Toronto; C. J. Richardson and C. A. Baby, Hamilton; H. A. Spence and Albert Elson, Windsor; O. L.

Lussier and R. J. Zanettin, Montreal; A. S. Farrell, Amherst, N.S.; and Allan MacDonald, Glace Bay, N.S.

H. R. Pettigrove, Fredericton, and H. S. Johnstone, Winnipeg, of the Industrial Relations Branch, Department of Labour were also present.

Other representatives who attended the sessions included D. B. Chant, Adviser to the Board; Willis George of the Canadian Manufacturers' Association; J. Clark Reilly of the Canadian Construction Association; A. Hemming of the Trades and Labour Congress; and Messrs. H. Ross Rutherford and J. Marlyn of the Department of Labour; Harry Carmichael, Co-ordinator of Production, Department of Munitions and Supply; R. J. Tallon, Commissioner of the Unemployment Insurance Commission; O. C. Elliott, Chief Welfare Officer of the Department of Veterans Affairs; T. R. Walsh, Chief Enforcement Officer of the Unemployment Insurance Commission; D. B. Chant, Adviser to the Board; V. C. Phelan, Director of Information, Department of Labour; R. W. Crumb, Supervisor of Field Staff; J. McCullough of the Industrial Relations Branch, Department of Labour.

Paul Goulet, Associate Director of National Selective Service and a Board member acted as Chairman for most of the Conference sessions, and H. Carl Goldenberg, Director General of Economics, Department of Munitions and Supply, and Chairman of the Industrial Production Co-operation Board, presided over the concluding meeting. M. M. Maclean, Director of Industrial Relations of the Labour Department and a member of the Board was unable to attend the sessions. Arrangements for the conference were under the supervision of H. Ross Rutherford, the Board's Executive Secretary.

Placement of technical employees after discharge from Forces

Employers who intend to engage an engineer or other technical person discharged from a branch of the Armed Forces must first obtain a permit from the

Wartime Bureau of Technical Personnel, it was announced recently by H. W. Lea, Associate Director of National Selective Service, who is in charge of the Bureau.

National Selective Service Regulations define a technical person as "one who is a graduate of a recognized university in any branch of engineering or pure science, or is a member of a professional engineering or scientific body."

Technical personnel who have not previously registered with the Bureau, must do so following discharge from the Forces before the regu-

lations permit them to seek employment. Having registered, however, the applicant for a position as a technical person does not require a permit to seek work, although as already pointed out, the employer must have a permit before he can engage such an applicant.

The Bureau is actively engaged in a program to assist in the placement of engineers and science workers who have been discharged from the Forces. Applicants may apply either at the head office of the Bureau in Ottawa, or at any of the branch offices which are located at Halifax, Quebec City, Montreal, Kingston, Toronto, Hamilton, Winnipeg and Vancouver.

The National War Labour Board in a recent case made an expression of policy on the subject of vacations with pay of more than a week's duration (*see Reasons for Decision, Modern Press Limited, p. 146*).

The Board stated that on the whole its policy had been to adhere to the general pattern of its Decision Bulletin No. 17 which limits vacations with pay to one-half day for each 25 days worked, or six days a year (L.G., 1943, p. 1636). "However," it continued, "in certain cases where employer and employee were in agreement upon a modification which was shown to have been an established condition in a certain industry in a certain area, certain departures from the plan outlined in D.B. 17 have been authorized." The Board pointed out that two weeks' vacation have been authorized in a few cases (L.G., 1943, pp. 1351, 1492; 1944, p. 840) "but always subject to a continuous service requirement of at least 5 years."

Canadian plants make munitions for United States

Business Week, in its issue of January 6, reported that the United States is calling on Canada to supplement United States output of ammunition for American troops in Europe.

Canadian war plants are described as available because they are well ahead on British ammunition orders. It is estimated that about two-thirds of the 12,000 or more workers required for the United States contracts will shift directly from ammunition production for Britain. It is stated that two large government-owned brass-rolling plants in Ontario and Quebec will operate at capacity, and it is possible that some other plants will require small additions involving new construction.

Strike of street railway workers on Pacific coast

A strike for increased wage rates by street railway workers in Vancouver Victoria, and New Westminster, B.C., which tied up transportation on street railway and motor bus routes for ten days, was terminated on January 19. An account of this strike, its background and the terms of the settlement, is contained in the article *Conciliation Work of the Industrial Relations Branch* on page 175 of this issue.

Canadian Indians relieve farm labour shortage

Canadian Indians played an important part in the harvesting of the 1944 prairie grain crop, it was disclosed recently by A. MacNamara, Director of National Selective Service.

In the province of Saskatchewan, more than 3,500 men from local reserves volunteered to help with the harvesting when their own farm operations were completed. Officials of the Indian Affairs Branch of the Department of Mines and Resources stated:

"... it is safe to say that every Indian available in the province was out threshing ... if it had not been for the Indians (in some areas) the threshing would probably have had to be finished in the spring ..."

In Manitoba, many of the Indians live north of the grain growing districts, and it was necessary to send a special agent to the reserves north of Lake Winnipeg to recruit harvest help.

In August, 603 Indians were brought south to help with the grain harvest. Total time worked by the volunteers came to 12,024 days—an average of 20.6 days per man—for which they received a total of \$48,000 in wages.

Saskatchewan Trade Union Act brought into force

A proclamation has been issued bringing into force the Trade Union Act passed by the Legislature of Saskatchewan at its special session last fall (L.G., Dec., 1944 p. 1542) and providing for compulsory collective bargaining.

The members of the Labour Relations Board which will administer the Act have been appointed. They include two representatives each of employers, employees and the general public, and a chairman, Mr. W. K. Bryden, adviser to the Saskatchewan Minister of Labour.

The Board has power to make orders determining the union representing the majority of employees in any firm, requiring employers to bargain collectively with such a union, directing reinstatement of workers discharged contrary to the provisions of the Act, requiring the dis-establishment of company unions, and

ordering any person to refrain from unfair labour practices as defined in the Act. Check-off of membership dues is compulsory if requested by the union and the employees. A maintenance-of-membership clause is also compulsory in an agreement if the union requests it.

In a case of doubt as to which union represents the majority of employees the Board may order a vote, and must do so on request of a union having a membership of 25 per cent or more of the employees of a plant. If votes are cast by a majority of those eligible to vote, a majority of those voting determines the bargaining agency.

The Act applies only to industries under provincial jurisdiction and does not apply to war industries or others coming under Dominion jurisdiction.

Ontario Court holds child may not be employed in bowling alley

On January 25, in the Police Appeal Court, Toronto, Judge Ian Macdonell dismissed, with costs, an appeal by Olympia Recreation Club, Ltd., and George Ivals against the conviction and a fine of \$20 for violating the Factory Shop and Office Building Act by employing a child in a bowling alley. For the appellant it was argued that the Act had been amended by the addition of the words "and shall include bowling alleys, poolrooms and billiard parlours", but that it was intended to cover places where goods and services were sold and that it could not apply to bowling alleys since neither goods nor services were sold by the appellant Company. The Court held, however, that "it is a fair assumption that it was the intention of the Legislature to prevent the employment of children in bowling alleys when it added the amendment to the Act." He had no alternative but to dismiss the appeal. It is reported that some 50 similar actions are pending.

Vocational guidance program allows pupils to observe various types of occupations

A recent article in the *Montreal Gazette* describes a practice under which pupils at Westmount Junior High School have the opportunity, as part of the school's vocational guidance program, of observing various types of occupations in which they are interested.

Groups of pupils visited banks, offices, manufacturing concerns, hospitals, a broadcasting studio, a university science laboratory, the Montreal Court House, and other places. They were able to ask questions and to have a first-hand view of occupations, to help them eventually make their own choice of a life work.

**Resignation of
W. H. Browne
from Wartime
Labour Relations
Board**

The resignation of W. H. Browne from membership on the Wartime Labour Relations Board (National) has been accepted by Mr. Justice G. B. O'Connor, Chairman of the Board.

Mr. Browne had been a member of the Board since its establishment in April, 1944, being one of the members selected as representing the viewpoint of employers.

Mr. Justice O'Connor, in commenting upon the resignation, expressed his regret, and said that Mr. Browne had made a genuine contribution in the work of organizing the Board and in its functioning to date.

**National
wage structure
in Great Britain**

A bill to establish a national wage structure has been introduced in the British House of Commons by Rt. Hon. Ernest Bevin,

Minister of Labour and National Service. Known as the Wages Councils Bill, the measure is designed to abolish "sweated industries" and to ensure that every worker will receive a reasonable standard of remuneration, by establishing where necessary Wages Councils with power to recommend the fixing of "statutory minimum remuneration." In industries where unions and employers voluntarily agree on adequate standards, and a Council is not necessary, the bill will give their agreement the force of law over a five-year period.

The Minister of Labour and National Service will have power to make an Order establishing a Wages Council either—

- (a) where no adequate machinery exists for the effective regulation of workers' wages and wages are inadequate; or
- (b) where voluntary machinery exists, but is not and cannot be made adequate, or is likely to cease to exist, and as a result a reasonable standard of remuneration is not being or will not be maintained.

An application for the establishment of a Wages Council may be made to the Minister either by a Joint Industrial Council or similar body, or jointly by organizations of employers and trade unions.

Alternatively the Minister may himself decide that a Wages Council is desirable.

In either case, the procedure will be that the matter be referred to a commission of inquiry, composed of employers, workers and independent persons. Such a commission may report that voluntary machinery under (b) is adequate or can be made so, in which case a Council will not be set up. Otherwise

the commission may recommend the establishment of a Wages Council, whereupon the Minister will issue the necessary Order.

Before issuing an Order establishing a Council, the Minister must publish notice of his intention, and consider any objections that may be raised. If objections are substantial he must either amend the draft Order, or refer the objections to a commission of inquiry, unless they are objections which have already been considered.

Wages Councils will consist of independent persons and representatives of employers and workers. A Council may recommend the fixing of "statutory minimum remuneration," and will also be able to recommend annual vacations with pay beyond one week.

A Wages Council must publish its proposals, and consider any objections that may be raised. The Minister will then make a Wages Regulation Order in the terms of the Wages Council's proposals, although he has the right alternatively to refer it back to the Council for reconsideration.

Provision is made for the enforcement of Wages Regulation Orders.

The Bill provides for the appointment of a Central Co-ordinating Committee where co-ordination of the work of two or more Councils seems desirable.

Part of the Bill is designed to give support in the transition period to joint voluntary machinery. It provides that for a period of five years employers will be under obligation to observe terms and conditions of employment not less favourable than those established in the trade or industry in the district by virtue of agreements between employers' organizations and trade unions representative of substantial proportions of employers and workers engaged in the trade or industry in the district concerned. This will continue with minor modifications the wartime provisions of Part III of the Conditions of Employment and National Arbitration Order, 1940, and will come into operation when the Part of that Order ceases to have effect. The obligation will not, however, apply to a worker during any period during which his remuneration is fixed by a Wages Council or by other Boards.

**Fine imposed
by union on
"wildcat" strikers
deducted
from wages**

Reference was made in the November issue of the LABOUR GAZETTE (p. 1304) to the action of the President of the United Rubber Workers of America (CIO) in imposing fines of \$12.50

each on union workers in Detroit who had failed to return to work after he had ordered

them to end a "wildcat" strike. The strike, which had held up production for three days, had not been authorized by the union, and was in violation of the union's "no-strike" pledge.

When 572 of approximately 800 union members affected failed to pay the fine, the union informed the company that these employees were automatically expelled from the union, and asked what action the company would take under the maintenance-of-membership clause of the contract.

The company thereupon applied to the National War Labour Board which had directed adoption of the maintenance-of-membership clause in 1943. The company pointed out that in view of the emergency demands of the Armed Forces for tire production and in view of the manpower shortage it was impractical to discharge 572 employees in accordance with the maintenance-of-membership clause.

On January 16 the Board issued an order directing the company to deduct the amount of the fine from the wages of the employees who had failed to pay. The company was further directed to deduct the fee required under the union's constitution to restore the workers to the membership status they occupied before the fine was imposed.

The Board stated that it was taking this action because of "the urgent need for tire production as well as the necessity for reinforcing to the fullest extent the contractual agreement of the parties and the no-strike pledge."

It added: "The Board expects the Company and the union to take prompt and vigorous disciplinary measures against those employees who are responsible in the event there is any further interruption of war production."

**Management—
labour court
in U.S.A.
reduces
absenteeism**

It was asserted in *Business Week* of January 20, that the absentee record of an important shipbuilding plant in Alabama, which was reported the country's worst a year ago, is now one of the lowest in the Gulf region. This has been brought about by a labour-management court conducted by the Maritime Commission with the Industrial Union of Marine and Shipbuilding Workers. The court, set up by the company's labour-management committee, with three representatives from the company and three from the union, discharges, penalizes, exonerates and places on probation the workers accused of absenteeism. Both the

management and the union support the court's orders and accept its recommendations for correction of conditions regarded as factors in group absenteeism. Extension of the plan to the New Orleans area is under consideration, it is stated.

**University of
Chicago gives
special training
in industrial
relations**

According to a recent article in the *New York Times*, the University of Chicago has established an Industrial Relations Centre as a means of providing university-wide service in industrial relations for management, executives, union leaders, government officials, faculty members and students.

The centre brings together and expands the work touching on industrial relations which has been carried on in several of the departments of the university. It will cover four major activities: (1) the direction of an instruction program designed to meet the particular requirements of executives in companies, unions and government agencies, who want broader training in the field of industrial relations; (2) the development and maintenance of a specialized industrial relations library and reference service; (3) the encouragement and integration of individual and co-operative research; and (4) dissemination of research findings.

The instruction program will include weekly seminars and conferences and institutes. The conferences and institutes, which, it is stated, will be planned with advisory groups outside the university, include one each for management and labour on policies and procedures of re-employment and retraining of veterans and industrial workers.

**Trade unions
planned
for Germany**

German workers will be allowed to form democratic trade unions "when circumstances permit," a proclamation issued in the name of General Dwight D. Eisenhower has announced.

According to the proclamation, which was broadcast to Germany by Allied transmitters, the Nazi-controlled Labour Front will be dissolved, and "all forms of free economic association and combination among workers will be permitted, provided that they do not assume any political or militaristic complexion." The trade unions will be permitted to bargain collectively with employers, but "strikes threatening security, directly or indirectly, will be prohibited" and "so will lockouts."

Reinstatement

Regulations Under Reinstatement in Civil Employment Act

Right of Veteran to Return to Former Job after Discharge

REGULATIONS reinforcing the Reinstatement in Civil Employment Act under which members of the Armed Services are entitled to return to their former employment after discharge, were passed on January 11.

The Reinstatement in Civil Employment Act, introduced into the House of Commons in 1942 by Hon. Humphrey Mitchell, Minister of Labour, is administered under the direction of the Minister of Labour, through the field offices of the Unemployment Insurance Commission. Group Captain Byron F. Wood, Associate Director of National Selective Service and Assistant to the Deputy Minister of Labour, who is the co-ordination officer within the Labour Department in relation to departmental activities on rehabilitation, has general supervision over the administration of the Reinstatement in Civil Employment Act.

"The general intention of the Regulations, passed under authority of the War Measures Act and the Reinstatement in Civil Employment Act itself", stated the Minister, "is to assist in carrying out the general purposes of the Reinstatement Act, namely, that any man or woman who has left, or leaves employment after three months on the job to join the Forces, may have the right to return to their former job within the time limit under the Act, wherever it is at all feasible for an employer to take his employee back. The Reinstatement Act, read together with the present Regulations, we hope will cover many of the foreseeable contingencies, so that reinstatement in employment for former members of the Forces will be a reality in all but the cases where employment has actually ceased to exist."

Summary of Regulations

The main points in the new Regulations may be summarized as follows:—

- (a) A man who is called up for Army training, and who thereupon leaves his employment, but is later rejected by the Army, must now be treated as though he had had service with the Forces: in other words, he may claim reinstatement in his former job, subject to the usual conditions in the Act. (Sec. 3.)
- (b) In the case of a person who immediately after discharge is delayed in returning to his or her former employment by reason of hospitalization or physical incapacity, any period of hospital treatment or incapacity may be counted as continuity of service for seniority, pension, and so forth, in the same way as is the period in the Armed Forces under the Act. (Sec. 4.)
- (c) Where National Selective Service directs a man on discharge from the Forces to employment other than his regular job, the man will still be entitled to claim reinstatement in his pre-enlistment occupation after the termination of the work to which he has been directed. (Sec. 5.)
- (d) Where an employer's business is carried on in more than one establishment, and where an employee cannot reasonably be reinstated in the particular establishment in which he was last employed, the employer is required to reinstate the applicant in one of his other establishments if it be reasonably practicable to do so, and if it has been the practice of the employer to transfer employees of the type of the applicant from one establishment to another. (Sec. 6.)
- (e) A person discharged from the Forces in Canada is allowed three months under the Act in which to claim his former employment—or four months if discharged overseas. The Regulations guarantee the applicant this interval between discharge and reinstatement, regardless of whether an employer may in the meantime offer the applicant an immediate return to his employment. It is felt that those discharged from the Forces may require a period of rest or reorientation, and should be free to have this rather than be obliged to return immediately to employment upon notification from the employer. (Sec. 7.)
- (f) Officers, who will be designated as Reinstatement Officers, are to be available for consultation by ex-members of the Forces in regard to return to former jobs. Where a person feels that the

reinstatement terms offered by an employer are less than the guarantee given in the Act, the person may accept the employer's offer without prejudice to subsequently claiming full rights, and may then consult with a Reinstatement Officer. (Sec. 8.)

- (g) A discharged person, who requires time to recuperate from a physical or mental disability before returning to work, will be allowed to claim reinstatement during an additional period of six months—in other words, such a person may claim reinstatement within 9 months if discharged in Canada, or 10 months if discharged overseas. The effect of this section will be to safeguard for this extra period the rights of a man who returns in a handicapped condition. (Sec. 9.)
- (h) Where an employer claims (under Sec. 4 (e) of the Act) that an applicant is not eligible for reinstatement since he was employed to take the place of an employee who had previously entered the Forces, the employer must prove that the applicant was employed directly or indirectly to take the place of the other employee and would not have been employed if the other employee had not left. (Sec. 10.)
- (i) Reinstated employees are to be promoted or given such pay increases as it may be the practice to give for length of service with the employer, taking into account the time spent in the Armed Services. Account must be taken also of any useful skill acquired while with the Services in cases where wage rates are adjusted on the acquiring of new skill. (Sec. 11.)
- (j) Where an employee after being with an employer for a specified length of time acquires permanent status or is entered on the seniority lists, time spent with the Forces is to be counted in determining status with the employer. (Sec. 11.)
- (k) Where it is the policy of the employer to give a vacation with pay, time spent with the Forces is to be counted as time in the service of the employer in arriving at the amount of vacation to be given, subject, however, to the reinstated employee being actually in the employment for 90 days in the calendar year after reinstatement—except that an employer may, in accordance with existing practice or under a collective labour agreement, deal more generously with a reinstated employee on the vacation question. (Sec. 12.)

The Regulations also cover details of the enforcement of the Act and the Regulations, and the duties of the Reinstatement Officers.

In announcing the Regulations the Minister declared that it was hoped by the Government that they would assist employers and their returning employees to adjust any problem cases which arise. "I think that 'magnificent' is the proper word to describe the helpful attitude of employers on this subject of reinstating discharged members of the Forces—and at the same time I should add that the individual employee returning to his old job has been most co-operative in ironing out any difficulties. All in all, the Act appears to be working out even better than could have been anticipated."

The text of the new Regulations is as follows:—

Text of Reinstatement Regulations

P.C. 77

Whereas The Reinstatement in Civil Employment Act, 1942 made provision for the reinstatement of members of His Majesty's forces in civil employment after discharge;

And whereas the Minister of Labour reports that it is necessary to make regulations to carry out the purposes and intentions of the Act under section eleven of the said Act;

That difficulties have arisen in the interpretation of the said Act and in the application of the said Act to circumstances that were not contemplated at the time the Act was passed; and

That it is therefore, by reason of the war, deemed necessary, for the security, defence, peace, order and welfare of Canada, to make regulations defining the rights of persons to reinstatement in civil employment pending reconsideration of the said Act by Parliament;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under the authority of the War Measures Act and The Reinstatement in Civil Employment Act, 1942, is pleased to make the following regulations and they are hereby made and established accordingly.

The Reinstatement Regulations

1. These regulations may be cited as THE REINSTATEMENT REGULATIONS.

2. In these regulations, unless the context otherwise requires,

- (a) "Act" means The Reinstatement in Civil Employment Act, 1942;
- (b) "applicant" means a person who is or claims to be entitled to reinstatement under the Act;
- (c) "Minister" means the Minister of Labour;
- (d) "reinstatement" means reinstatement under the Act;
- (e) "reinstated employee" means an employee who has been reinstated under the Act;
- (f) "Reinstatement Officer" means a person designated as such under these regulations;
- (g) "Selective Service Officer" means a National Selective Service Officer appointed under the National Selective Service Civilian Regulations; and
- (h) other words and expressions have the same respective meanings as in the Act.

3. For the purposes of the Act and these regulations, where a man has,

- (a) upon being served with an order requiring him to report for military training, service or duty under regulations made by the Governor in Council, or
- (b) in the belief that he has been or will be accepted for service in one of His Majesty's armed forces, left his employment to comply with the order or to enter the service,
- (c) he shall be deemed to have been accepted for service in His Majesty's forces at the time he left the employment whether that time is before or after the time these regulations come into force; and
- (d) his service in His Majesty's forces shall be deemed to have been terminated when he ascertained that he was not being accepted for service therein whether that time is before or after the time these regulations come into force.

4. Where, after termination of his service in His Majesty's forces, a person receives hospital treatment or is physically or mentally incapable of performing work to which he would have been entitled upon reinstatement, the period of the treatment or incapacity shall, upon reinstatement thereafter, be deemed to have been a period of service in His Majesty's forces for the purposes of section three of the Act.

5. Where the Minister or a Selective Service Officer has, within the period described in paragraph (a) of section four of the Act, directed or requested a person entitled to reinstatement to accept other employment and the person so directed or requested accepts the employment, his service in His Majesty's forces shall be deemed not to have been terminated for the purposes of the Act until the termination of the work which he has been so directed or requested to accept.

6. Where an employer's employees are employed in various establishments and it is not reasonably practicable to reinstate an applicant in the establishment in which he was employed at the time he was accepted for service in His Majesty's forces, the employer shall reinstate the applicant in one of his other establishments in Canada if

- (a) it is reasonably practicable so to reinstate him; and
- (b) it is or has been the policy or practice of the employer to transfer employees in the applicant's classification from one establishment to another.

7. (1) An applicant may apply to the employer verbally or in writing for reinstatement.

(2) The Minister may prescribe forms to be used in applying for reinstatement but an application is not invalid or defective because it is not in prescribed form.

(3) The fact that an employer has offered to reinstate a former employee within the period described by paragraph (a) of section four of the Act but before the employee has applied for reinstatement does not affect the employee's right to apply for reinstatement at a later time within the said period, and, notwithstanding section four of the Act, it is not a defence in proceedings for a violation of section three of the Act for the employer to prove facts described by paragraph (b) of section four of the Act unless he also proves that the employee applied for reinstatement before he offered reinstatement to him.

(4) For the purposes of the Act and these regulations, if an applicant inquires about reinstatement but does not expressly apply for reinstatement he shall be deemed not to have applied for reinstatement.

8. (1) A person who has been offered reinstatement may accept the offer without prejudice to a claim that it does not comply with the requirements of the Act.

(2) Where an applicant, having been offered reinstatement by the employer and having presented himself for employment, is of opinion that the employment offered does not comply with the requirements of the Act, he may apply for assistance to a Reinstatement Officer in person or in writing.

(3) Failure of a person who has applied for assistance under subsection two of this section to perform the duties of the employment during a period when he is being assisted by a Reinstatement Officer shall, for the purposes of section five of the Act, be deemed not to be reasonable cause for terminating the employment.

(4) The fact that an applicant has applied to a Reinstatement Officer for assistance under this section shall, for the purposes of paragraph (b) of section four of the Act, be deemed to be a reasonable excuse for failing to present himself for employment during the period when he is being assisted by the Reinstatement Officer.

9. (1) If an employer claims that an applicant is physically or mentally incapable of performing work available in the employer's service, a Reinstatement Officer may arrange for a medical examination of the applicant.

(2) Where, upon discharge from His Majesty's forces, a person is physically or mentally incapable of performing work available in the service of the employer by whom he was employed when accepted for service in His Majesty's forces, he may notify the employer, during the period described by paragraph (a) of section four of the Act, that he intends to apply for reinstatement when he is capable of performing the work, and, where a person has so notified an employer and has, within nine months after discharge in Canada from the service or from hospital treatment following discharge in Canada or within ten months after discharge overseas or from hospital treatment following discharge overseas, made one or more applications for reinstatement, it is not a defence in proceedings for a violation of section three of the Act for the employer to prove

(a) that the applicant was physically or mentally incapable of performing work available in the employer's service unless he proves that the applicant was so incapable at the time of the last application for reinstatement made within the said period of nine or ten months, as the case may be;

(b) the facts described by paragraph (a) of section four of the Act; or

(c) the facts described in paragraph (b) of section four of the Act, unless he proves that the applicant applied for reinstatement before he offered to reinstate him.

10. Proof, for the purposes of paragraph (e) of section four of the Act, that an applicant was employed to take the place of an employee who had been previously accepted for service in His Majesty's forces may only be made by proving that the applicant was employed directly or indirectly to take the place of the other employee and would not have been employed if the other employee had not left the employment.

11. (1) Where there is a practice or policy of paying graduated scales of wages and where increases are given to employees principally on the basis of length of service, it shall be deemed, for the purposes of the Act, that increases are given on the basis of length of service only and in any such case the employer shall, upon reinstatement of an applicant in his previous classification, remunerate him at the rate at which he would, on that basis, have been remunerated if his service in His Majesty's forces had been service with the employer.

(2) Where there is a practice or policy of giving increases in wages to employees by reason of acquired skills, experience or training, the employer shall, as soon after an applicant has been reinstated as he has manifested the skills, experience or training, give to the applicant the increases which he might have been given if the relevant skills, experience or training acquired in His Majesty's forces had been acquired in the employment.

(3) The employer shall grant to a reinstated employee upon reinstatement or as soon as thereafter as is reasonably practicable every promotion to which he would have become entitled by reason of length of service or seniority if the time spent by the reinstated employee in His Majesty's forces had been spent in the service of the employer.

(4) Where, under the terms of employment, whether under a collective agreement or otherwise, employees obtain a permanent status in the employment or are entered on the seniority lists after having been in the employer's services for a fixed period, service in His Majesty's forces shall be deemed to have been service with the employer for the purposes of determining

- (a) his status or position insofar as it affects his right to reinstatement; and
- (b) his status or position after reinstatement.

12. (1) Subject to the other provisions of this section, for the purpose of determining a reinstated employee's right to vacation with pay for the calendar year in which he is reinstated and all subsequent years, the period of service in His Majesty's forces shall be deemed to be time spent in the service of the employer.

(2) Subject to subsection three of this section, a reinstated employee is not entitled to vacation with pay for the calendar year in which he is reinstated unless he is in the employment ninety days in the calendar year after reinstatement.

(3) Notwithstanding these regulations, the employer may, in accordance with his existing practice or policy or in accordance with a collective labour agreement or otherwise, grant vacation with pay commencing at any time after reinstatement.

13. The Minister may designate any person as a Reinstatement Officer to assist in the administration and enforcement of the Act and these regulations and may issue to a Reinstatement Officer a certificate of his designation as such.

14. (1) A Reinstatement Officer may, for the purpose of enforcing and administering the Act and these regulations,

- (a) enter at all reasonable times any premises or place, other than a private dwelling house not being a workshop, where he has reasonable grounds for supposing that an applicant was employed before being accepted for service in His Majesty's forces;

(b) make such examination and inquiry as may be necessary for ascertaining whether the provisions of the Act and these regulations are being complied with in any such premises or place; and

- (c) examine orally, either alone or in the presence of any other person, as he thinks fit, with respect to any matter arising under the Act or these regulations, any person whom he finds in the premises or place, and require a person so examined to sign a declaration as to the truth of the statements made by him with respect thereto.

(2) Every person shall forthwith furnish to a Reinstatement Officer such information as the Reinstatement Officer may reasonably require in connection with the enforcement or administration of the Act or these regulations and shall produce for inspection every register, book, card, wage sheet, record of wages or other document that he reasonably requires in that connection.

(3) The production of a document purporting to be a certificate of designation as a Reinstatement Officer signed by or on behalf of the Minister is evidence of the designation and a Reinstatement Officer applying for admission to any premises or place under this section shall, if required, produce his certificate of designation.

15. (1) Subject to subsection two of this section, information, written or verbal, obtained under these regulations shall not be disclosed to any person except the Minister or his officers in the course of their employment.

(2) The Minister or a Reinstatement Officer may—

- (a) disclose to an applicant or any person acting on his behalf, such information as may be necessary for the enforcement of his rights under the Act or these regulations;
- (b) disclose information obtained under these regulations to a department of the Government or to a Court in connection with the administration or enforcement of the Act or these regulations.

16. (1) Any person who—

- (a) refuses to supply information as required by these regulations;
- (b) obstructs, hinders or delays a Reinstatement Officer in making an inspection of registers, books, cards, wage sheets, records of wages and other documents under these regulations; or
- (c) fails or refuses to produce a register book, card, wage sheet, record of wages or other document, as required by these regulations

is guilty of an offence and liable, on summary conviction, in the case of a corporation to a fine of not less than one hundred dollars and not more than one thousand dollars and in the case of any other person to a fine of not less than twenty-five dollars and not more than five hundred dollars.

(2) Every person who contravenes any of the provisions of these regulations is guilty of an offence and, where no penalty is expressly provided, liable on summary conviction, in the case of a corporation to a fine of not less than one hundred dollars and not more than one thousand dollars and in the case of any other person to a fine not exceeding two hundred dollars.

17. Where there is any conflict between the provisions of the Act and the provisions of these regulations, the regulations prevail

Manpower

Manpower Control Measures During January

Key Workers Retained in Munitions Industry—Call-up of Men Discharged from Armed Services—Other Measures

MEASURES taken by National Selective Service during the past month to ensure an effective use of available manpower included the following:—

1. A ruling that men discharged from the Armed Services who have not seen service outside Canada will in future be subject to call-up for Army training.

2. An Order-in-Council providing for the retention in munitions work of trained key workers in age classes subject to the call-up, and specifying draftsmen, toolmakers and tool designers working in war industry as subject to this Order.

3. Instructions to customs officers at border points not to permit men subject to the call-up to leave Canada unless they have written permission from a Mobilization Board.

The check-up of male employees to make sure that they are in good standing under the Mobilization Regulations is continuing. Contraventions of N.S.S. Civilian Regulations, such as engaging workers without permits, or leaving employment without giving notice of separation, continue to be subject to prosecution.

Call-up of Men Discharged from the Armed Services

National Selective Service has issued instructions that generally speaking, all men discharged from the Armed Services who have not had service outside Canada will be subject in future to call-up for Army training if in an age and marital class designated under Mobilization Regulations.

The new rule, which went into effect on January 15, cancels the previous practice of not calling up men who have had three years' or more service in Canada only.

Those who are discharged after service with any branch of the Canadian Forces overseas,

or after service with the Royal Canadian Navy in international waters, will not be called up following discharge, and also the same exemption extends to those with the R.C.A.F. who have been on operational duty on either of the Canadian coasts.

This means that a man who has seen service in the Aleutians, Greenland, Baffinland, Iceland, Labrador, Newfoundland, Bermuda, British West Indies, Australia and the Far East, Europe, Asia and Africa, is not subject to recall.

Similarly, men discharged from the R.C.A.F. who have been on operational duty on either the East or West Coast, flying over the territorial waters of Canada, are not liable for further military duty.

For the Navy, the governing factor is whether a man was ordered to and did proceed outside the mainland of Canada in a ship or vessel. If so, such a man is not subject to recall for military duty.

Exemption of Special Aircrew Reserve

It is pointed out, however, that one class of R.C.A.F. personnel who may not have served outside Canada, will not be subject to call after separation from the Air Force. The revised regulations do not make liable for Army call the graduated aircrew personnel who are transferred to the Special Aircrew Reserve of the R.C.A.F. The Defence Departments and National Selective Service recognize that with the closing of the training plan these personnel constitute an essential source of aircrew reinforcements for the R.C.A.F. immediately available to meet commitments for the European War and the subsequent Japanese phase. All these personnel have received a personal letter clearly outlining their status, and machinery has been set up to ensure that they will be readily available for immediate recall when required. However, ground crew personnel, including officers, will be liable to call-up.

Direction to Essential Employment under Call-up

If the medical category of any discharged man now made liable to call-up is below the point at which the Army will accept his services, he will be liable to direction by National Selective Service to essential employment in civilian industry. Similarly, any discharged man not callable by reason of not being in an age or marital class subject to Mobilization Regulations, may be directed to essential work.

The new regulation applies only to men discharged on January 15, 1945, or later, and for the present will not have retroactive effect for those discharged earlier. It follows as a result of recommendations from several of the Mobilization Boards, the National Selective Service Advisory Board and discussions between a committee of senior officers of the three Armed Services—Navy, Army and R.C.A.F.—and officials of National Selective Service.

It is explained that the new ruling has been made with two main objectives in mind. One is to avoid a situation where men with service in Canada only for three years or longer would be excused from further military duty, at a time when it would be impossible to release men who are serving in a field of actual operations, who may be required to continue in service for a much longer period. The other objective is to secure the additional men needed for the Army, and by essential industry. It was further pointed out that regulations already exist under which men who transfer voluntarily to the Army receive certain credits for services in the Navy or R.C.A.F.

Retention of Trained Key Workers in Munitions Industry

An Order in Council of January 25 (P.C. 496) makes further provision for retaining in munitions production certain trained key workers who are in designated age classes under the Mobilization Regulations and for whom replacements cannot be obtained.

The Order provides that any man classified as a "War Industry Reservist" shall be granted a postponement order for an unlimited period of time, subject, however, to cancellation should the man cease to be so classified.

Limiting the coverage of the Order for the time being to the three classifications, draftsman, toolmaker and tool designer, the Order defines, a War Industry Reservist as follows:—

"War Industry Reservist" means a man in a designated age class fit for military service and employed in an industrial establishment at least eighty-five per cent of the produc-

tion of which, as determined by the Department of Munitions and Supply, is for war purposes and who is employed in such establishment as a tradesman in, or as an apprentice with at least two years' experience in, any of the following occupational classifications namely; draftsman, toolmaker, tool designer, or any other occupational classification hereafter designated by the Minister of Labour.

The Minister of Labour, with the concurrence of the Minister of National Defence, may from time to time add to or subtract from the list of occupational classifications included in the definition of War Industry Reservist contained in the Order.

Check-up at Border Points

Beginning February 1, 1945, customs officers at border points have instructions not to allow any man to leave Canada if he requires permission from a Mobilization Board but fails to produce the necessary document, according to an announcement made on January 31 by the Minister of Labour.

Men in age groups designated under Mobilization Regulations can only leave Canada, regardless of the length of time they plan to be absent, with the permission of the Chairman or Deputy Chairman of a Mobilization Board.

In very rare cases, such as a hurried visit due to serious family sickness, a customs officer may permit a man to cross the border after very careful questioning; but in almost all cases the rule will be rigidly enforced.

It was pointed out by National Selective Service that the permission of the Chairman or Deputy Chairman of a Mobilization Board to leave Canada temporarily does not remove the necessity for having a labour exit permit where such permit is necessary.

Commuters and those men who cross the border frequently while engaged at their work, as for example, workers in the transportation industry, are required to have permission from a Mobilization Board in the same manner as other men, but commuters and transportation workers were allowed a few days to secure the necessary documents, and in the meantime were not stopped from crossing the border.

Check-up Under Mobilization Regulations

Up to December 30, 1944, employers reported to Mobilization Registrars on 44,336 cases where the standing of male employees under Mobilization Regulations was in doubt. Of the total, 8,812 men were found to be not in good standing after a check of the records.

Orders issued last year by Hon. Humphrey Mitchell, Minister of Labour, under authority of Mobilization Regulations require all

employers to check on the documents of male employees, to find whether each employee is in good standing under Mobilization Regulations (L.G., Sept., 1944, p. 1096). Under these orders an employer is required to report to the nearest Mobilization Registrar on any doubtful case. At the end of December only 868 cases, out of the total of 44,336, were still being checked. The 8,812 men found not to be in good standing had been dealt with, or were being dealt with under the Military Call-up.

Contravention of National Selective Service Civilian Regulations

A total of 122 persons were convicted during December, 1944, of failing to comply with National Selective Service Civilian Regulations.

During the month, 82 new prosecutions were commenced, in addition to 343 cases carried over from the previous month. In November, 149 new prosecutions were started.

The December judgments included 15 against employers, most of whom were found guilty of engaging workers without permits. Of 67 employees convicted, a majority were charged with leaving employment without giving notice of separation, quitting "designated" high priority work without Selective Service permission, or failing to accept high priority work when referred by a Selective Service officer.

Forty conscientious objectors were convicted of failing to follow a direction to report to an alternative service work camp.

At January 1, a total of 256 cases were still pending—14 being charges against employers, 100 against employees, and 142 against conscientious objectors.

Since August, 1942, when prosecutions were first commenced under National Selective Service Regulations, a total of 1,789 charges have been laid. There have been 1,207 convictions to date, 38 acquittals, and 288 cases not proceeded with.

Labour-Management Production Committees in United States

AN analysis of labour-management production committees in the United States, carried out by War Production Drive Headquarters in Washington, provides figures as to the establishment of the committees in various industries.

At September 15, 1944, there were almost 5,000 committees, representing over 7,000,000 workers. The greatest concentration of committees was in shipbuilding and ordnance, in each of which industries over a million employees were covered.

Details are contained in the following table:

LABOUR-MANAGEMENT PRODUCTION COMMITTEES IN UNITED STATES, BY INDUSTRIAL CLASSIFICATION

(as of September 15, 1944)

Industrial Classification	Number of Committees	Number of Employees
Shipbuilding and Ship Parts.....	196	1,132,310
Ordnance (includes all types of gun manufacture, ammunition and tanks).....	587	1,162,260
Aircraft and Aircraft Parts (includes airframe, aircraft parts and propeller manufacturing).....	171	811,540
Iron and Steel (includes blast furnaces, rolling mills, steel plants, steel fabrication plants and iron foundries).....	505	728,710
Engine and Engine Parts (includes aircraft, marine and tank engines).....	115	404,090
Coal and Iron Mines.....	428	178,000
Communication Equipment (includes telephone, telegraph, radio and radar equipment and communication wire).....	248	294,540
Machinery and Industrial Equipment (includes electrical machinery and industrial equipment except machine tools).....	416	286,660
Synthetic Products (includes products and materials of chemicals, glass and paper).....	316	200,390
Scientific Instruments (includes navigation instruments, range finders, etc.).....	98	171,440
Machine Tools.....	199	136,430
Motor Vehicles.....	80	117,220
Non-Ferrous Metals (includes the mining and smelting processes).....	241	164,100
Textile and Textile Products.....	282	144,810
Lumber and Wood Products.....	125	29,350
Leather and Leather Products.....	60	22,300
Petroleum Products (includes refining).....	32	28,650
Rubber and Rubber Products.....	58	83,850
U.S. Naval Shore Establishments (employment in U.S. Naval Shore Establishments not obtainable by regions).....	46	748,600
All Others (includes safety equipment, miscellaneous hardware, plumbing supplies, food products, railroads, airlines, and Government Agencies).....	632	420,280
Total (All Classifications).....	4,835	7,265,530

Recommendations of Boards of Conciliation on Union Security

Disposition of Union Requests for Closed or Union Shop and Check-off During 1944

DURING the year 1944, 25 disputes arising from a union's request for union security and check-off clauses in a collective agreement were investigated by Boards of Conciliation appointed under the Wartime Labour Relations Regulations (P.C. 1003) or under the now superseded Industrial Disputes Investigation Act.

The forms of union security that have generally been asked for by unions are the closed shop or the union shop. Under a closed shop agreement the company agrees to hire and retain in its employment only union members in good standing. Under a union shop agreement a company may hire non-union members, but these new employees must join the union within a specified period of time.

In no case has a Board of Conciliation recommended a closed shop agreement, but a union shop has three times been recommended in majority reports, with the employer's nominee disagreeing in every instance. In two of these cases a modified form was recommended which does not require existing employees who are non-union members to join the union, but requires all new employees to join after a specified time.

Maintenance of Membership

Where the union shop has been refused Boards have frequently recommended a maintenance-of-membership clause as a compromise measure of union security. Such an agreement requires all employees who are union members when the agreement is signed, and all those who subsequently become members, to retain their membership as a condition of continued employment. Maintenance of membership was unanimously recommended four times by Boards, and eight times in majority reports.

Recommendations of the various Boards dealing with these three forms of union security were as follows during 1944:—

<i>Union shop</i>	
recommended in majority report.....	3
opposed unanimously	1
<i>Maintenance of membership</i>	
recommended unanimously	4
recommended in majority report.....	7
opposed in majority report.....	1
opposed unanimously	3
Union security issue voluntarily dropped by union	4
Union security issue to be conditional.....	1
	24

In cases where maintenance of membership was unanimously opposed, or the union security issue voluntarily dropped by the union, two factors frequently operated. Boards have several times ruled that such a clause should not be granted where the union has had less than a year's experience of collective bargaining; and the check-off has frequently been granted in place of union security. In one case a Board unanimously declined to make a recommendation on union maintenance or the check-off because of doubt as to the authority of a Board to make such a recommendation under P.C. 1003.

Check-off

Requests for the check-off of union dues have had a favourable result for the union in a majority of cases, as shown in the following table:—

<i>Check-off</i>	
recommended unanimously	6
voluntarily agreed to by employer.....	3
recommended in majority report.....	6
opposed in majority report.....	1
opposed unanimously	4

20

In two of the six cases where the check-off was unanimously recommended, union security was not recommended; in two other cases the check-off was accompanied by a majority recommendation for a modified form of union shop; and once, by a unanimous recommendation for maintenance of membership.

Where the check-off was unanimously opposed, the reason given on two occasions was that the union's request was premature; once (as noted above) that the Board doubted its power to make such a recommendation; and once because of the small number of employees concerned "and the other circumstances of the case." In the latter case maintenance of membership was unanimously granted.

The type of check-off clause generally favoured by Boards is the so-called "voluntary" form, under which each employee must make a written submission to the employer, authorizing him to deduct each month the amount of the union dues, and to remit the amount to the union treasurer.

Under the Wartime Labour Relations Regulations, Boards of Conciliation are appointed when negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargain-

ing representatives; and, further, a conciliation officer has been unable to bring about a settlement and reports that in his view an agreement might be facilitated by the appointment of a Board.

Boards consist of representatives of employers and employees and a neutral chairman. Their recommendations are not binding on the parties to a dispute.

The matters under consideration by Boards, which before the war under the Industrial

Disputes Investigation Act encompassed the whole field of labour relations, including wages, union recognition, and working conditions, have under the Wartime Labour Relations Regulations been almost exclusively concerned with union security and the check-off, since wage questions now come within the jurisdiction of the National War Labour Board, and questions of union recognition are settled in an earlier stage of union proceedings under the Regulations.

Dismissal-Pay Provisions in Union Agreements

A SURVEY of some 9,500 current union agreements in the United States, conducted during December by an official of the Bureau of Labor Statistics at Washington, revealed that approximately 450 of the agreements contained dismissal-pay clauses, covering some 135,000 workers. Roughly five-sixths of these agreements were negotiated by affiliates of the two major labour organizations, the C.I.O. and the A.F.L., and the remainder by various other unions. The results of the survey, together with a treatise on the intent of the varying forms of dismissal-pay clauses, were published in the January issue of the *Monthly Labor Review*, the Bureau's official publication.

At the outset, the treatise defines dismissal pay as a payment, in addition to wages or salary, of a sum of money by an employer to an employee who is laid off or discharged through no fault of his own. In almost all cases studied the amount of this dismissal pay was based on the employee's length of service with the company, his rate of pay during such employment and also on the reason for dismissal. It was found, however, that a few of the plans made no distinction as to the reasons for dismissal and provided payment to employees discharged for cause, as well as to those who retired or resigned. A week's wages, or a month's salary was usually the unit for determining dismissal pay. In most instances length of service determined the amount paid to the individual worker in terms of either a number of weeks' or months' pay, the amount being generally less if the separation from employment was due to the worker's incompetence, rather than for business reasons.

It was pointed out that, although dismissal pay is designed to ease the burden resulting from unemployment, it differs basically from unemployment insurance. The latter is usually financed from a fund to which employer, employees and the Government contribute,

whereas dismissal pay is financed solely by the employer and is usually paid in a lump sum. Unemployment insurance provides weekly, or bi-weekly, or monthly payments, varying not only with length of insurable employment but also determined by conditions of availability for other employment, etc. On the other hand, current union agreements that provide for dismissal pay do not distinguish between temporary lay-offs and permanent separation.

Some agreements, notably those covering clerical or professional workers, do not use the term "lay-off"; others use the term to denote dismissals; while still others allow dismissal pay to workers "laid off or dismissed." Thus the term "dismissal pay" is seen to be by no means uniform in union agreements. The phrases, "severance pay", "severance compensation", "termination allowance" "separation pay", etc. are also found. Then too, such agreements usually provide against loss of seniority, if an employee is re-hired within a stated time.

In addition to the dismissal-pay plans in agreements arranged between individual employers and unions are those provided by law or by arbitration to take care of special conditions in given industries. For example, in 1943 the Congress of the United States amended legislation in order to provide dismissal pay for certain telegraph workers whose jobs were terminated as a result of a merger of telegraph companies.

According to the treatise, dismissal pay, or compensation, has not been common in American industry. "When adopted, it has most frequently been applied to lay-offs caused by technological improvements or to retrenchments involved in consolidations. In only a few industries, notably newspaper publishing and railroad transportation, have such provisions been adopted to any considerable extent through collective-bargaining procedures."

Decisions of National War Labour Board

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

Hamilton Spectator and Hamilton Typographical Union No. 129.

Messrs. Seligman and Latz (New York).

Hammond Cedar Company, Limited, and International Woodworkers of America, Local 1-367.

Proctor and Gamble Company of Canada, Limited (Hamilton).

Various Coal Mining Companies of Nova Scotia and New Brunswick.

Harry Hayley and Ottawa General Workers' Union, Local No. 1 (C.C.L.).

Oil Well Supply Company (Calgary).

Old Sydney Collieries Limited and United Mineworkers of America, District 26.

Mortgage and Discount Corporation of Canada.

Western Grocers Limited (Regina) and Canadian Distributors' Union, Local No. 1.

Neon Products of Western Canada Limited (Vancouver).

Modern Press Limited and Saskatoon Typographical Union No. 663.

Retail Merchants' Association of Canada, Inc. (Fur Division), and National Clothing Workers' Union Inc.

Grand Trunk Pacific Development Company Limited (Prince Rupert Drydock and Shipyard) and certain unions.

Canadian National Railways and Canadian Pacific Railway and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Freight Handlers, etc., at Montreal Wharf, P.Q.).

Ottawa Electric Railway Company and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 279.

Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Water Front Freight Handlers, Checkers, Coopers, etc., at Quebec, Montreal, Toronto, Hamilton, Sarnia-Point Edward, Windsor, Port Arthur, Fort William).

Canadian Pacific Railway Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Hourly rated Freight Handlers, etc., at Port McNicoll).

Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Freight Handlers, etc., at Halifax).

Canadian Pacific Railway Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Freight Handlers, etc., at West Saint John).

Re: The Hamilton Spectator and Hamilton Typographical Union No. 129

Reasons for Decision

This is an appeal by the employer from a decision of the Ontario Regional Board dated September 7, 1944, directing approximately the equivalent of a 4-cent hourly increase in the wage rates paid to its composing room employees. The required leave to appeal was granted by the Regional Board.

Although the Regional Board appears to have granted the increase under the "appropriate maximum cost-of-living bonus" provision of section 20 (1) (b) of P.C. 9384, an examination of the various wage increases since August, 1939, by way both of increases

in the basic rates and payments of cost-of-living bonus, discloses that the 4-cents now under appeal were only partially allowable under that provision. That being the case, the increase must justify itself under the "gross inequality" rule of paragraph (a).

We have come to the conclusion that taking a fairly broad basis of comparison the increase is not one which can be said to be altogether unjustifiable and we shall not interfere with the decision of the Regional Board.

The appeal is, therefore, dismissed.

January 8, 1945.

*Re: Messrs. Seligman and Latz (New York)**Reasons for Decision*

The above-named are concessionnaires of a beauty salon in the David Spencer Limited department store in Vancouver. They apply for leave to appeal from two decisions of the Regional War Labour Board for British Columbia respectively dated March 4, 1944, and March 25, 1944, and declaring the employees in the salon entitled to a cost-of-living bonus of 19 per cent of their weekly wage rates from January 1, 1942 and, for the purposes of wage control, that David Spencer Limited were the employer of these employees.

The request for leave to appeal was made to the Regional Board after the expiration of the period of 30 days stipulated in section 11 (1) (a) of P.C. 9384 and was refused, but it was made to this Board within the period of 60 days of paragraph (b) of the subsection; because of the nature of the case we think that leave should be granted.

First, with respect to the question of employment, it appears from the agreement between the appellants and the Spencer Company dated January 12, 1939, copy of which is filed in this appeal, that, although the Company acts in some respects as agents for the appellants who agree to operate the hair-dressing department in accordance with many of the general rules prevailing for the department store as a whole, it seems fairly clear that the wages of the employees in this particular department are determined and paid by the appellants and that the real employer-employee relationship is between the appellants and the employees. We do not think that it was appropriate to declare David Spencer Limited to be the employer "for the purpose of the Wartime Wages Control Orders", when the contract of service appears to run in reality with the appellants.

On the issue of cost-of-living bonus, it is necessary to relate the sequence of events indicated by the file. There was correspondence between the Spencer Company and the appellants concerning payment of a bonus, which was estimated in a letter of September 12, 1941, at 15 per cent and referred to in a subsequent letter from the Company dated

March 27, 1942, as a "compulsory bonus". On March 31, 1942, the appellants wrote as follows:—

Received your letter of the 27th and wish to advise that it is satisfactory for our employees to share in the bonus the same as other store employees. This is to be effective as of January 1, 1942.

The first wages control order (P.C. 8253) had then come into operation and at the time of this correspondence there was in fact no compulsory bonus payable, unless payment had been commenced in accordance with the provisions of section 12 of that order, which does not appear to have been the case here. In any event, a complaint having been made to the Regional Board by certain employees paid on a commission basis about the computation of the bonus, instructions were issued by the Board on September 28, 1943 to discontinue payment of the 19 per cent additional payment, presumably as being unauthorized, and to commence payment of cost-of-living bonus in accordance with the General Order of the National Board dated August 4, 1942.

Later, after passage of the current order P.C. 9384, the matter came to the Regional Board again and the decisions now under appeal were made, revoking in effect although not in terms the direction previously given on September 28, 1943, under a different order P.C. 5963, successor to P.C. 8253.

We believe that the present appeal can be disposed of on the short ground that the Regional Board should not have revoked its prior instructions. We are inclined to the view that these instructions were correct under the Order in Council then in effect and also that section 30 (1) of P.C. 9384 does not give a war labour board power to rescind or revoke a direction or order made by it under P.C. 5963 or P.C. 8253.

The decisions of the Regional Board under appeal will, therefore, be set aside and the appellants will be governed by the instructions of September 28, 1943, and subsequent orders of general application with respect to payment of cost-of-living bonus.

January 8, 1945.

*Re: Hammond Cedar Company, Limited and International Woodworkers of America, Local 1-367**Reasons for Decision*

This is an appeal by the employer from a decision of the Regional Board for British Columbia dated January 31, 1944 (amended on February 2, 1944). Leave to appeal was granted by the Regional Board. The decision under appeal was issued under the provisions

of the former Wartime Wages Control Order, P.C. 5963.

The Finding and Direction under appeal ordered the employer to pay from December 4, 1943, a schedule of wage rates in respect of the occupational classifications engaged in its milling operations. There is a single rate

or a range of rates set out for each classification and there are no female rates mentioned in the schedule. The Company is seeking to have established by this Board a somewhat lower rate for women who are employed on some of the jobs. The Company also appealed in respect of the rates ordered for a number of specific classifications: crane operators, welders, etc. and of the incentive rate for sawyers and clippers on a hand-operated shingle machine.

With respect to rates for women employees, the appellant advanced some evidence that female labour was less productive than male labour on a particular machine operation. We find that evidence insufficient and rather inconclusive. The base labour rate in the mill being 65 cents, we have come to the conclusion that, for the type of work in which they are actually engaged, women should attain that rate in periodic increases as follows:—

- Floor Woman;
- Picking Kindling Wood out of Conveyor;
- Grading;
- Tying Up;
- Picking Stock for Tie Plug Machines;
- Tie Plug Machine Operators;
- Packing Tie Plugs in Boxes;
- General Work in Planer Mill;
- Piling Moulding and Short Stock on Trucks;
- Stencilling;
- 1st 4 months—50 cents per hour.
- 2nd 4 months—55 cents per hour.
- 3rd 4 months—60 cents per hour.
- Thereafter—65 cents per hour.

As to the other rates involved, we are of the opinion, as a result of a comparative

examination, that the basic rates set by the Regional Board for the following occupational classifications should be revised and be as follows:—

<i>Classifications</i>	<i>Basic Wage Rate</i> (pr. hr.)
Crane Operator—No. 1.....	90¢
Crane Operator—No. 2.....	85¢
Crane Operator—No. 3.....	75¢
Gang Sawyer —No. 2.....	85¢
 (When a spare man operates the gang saw, he should be paid the gang sawyer's rate and when assigned to other work he should be paid the rate applicable to the job which he performs.)	
Vertical Resaw Man (small machine) ..	80¢
Vertical Resaw Man (large machine) ..	85¢
Welder No. 1—Day Man.....	95¢
Welder No. 2	90¢
Automatic Trimmerman	90¢

INCENTIVE RATE—HAND SHINGLE MACHINE

<i>Classifications</i>	<i>Hourly Base Rate</i>	<i>Incentive Rate per Square</i>
Sawyer	80¢	33¢
Clipper	68¢	27.8¢

The Union introduced a new feature before this Board with regard to rates for the classifications engaged on power shingle machines. As these were not before the Regional Board, we shall not deal with them in disposing of this appeal.

Finding and direction accordingly.

January 12, 1945.

Re: Proctor and Gamble Company of Canada, Limited (Hamilton)

Reasons for Decision

This is an appeal by the Company, leave having been granted below, from a Finding and Direction dated August 25, 1944, of the Regional War Labour Board for Ontario declining to authorize the payment of a night differential of five (5) cents per hour to all hourly paid workers for work performed between the hours of 7:00 p.m. and 7:00 a.m.

This type of compensation under wartime wage control had its origin in the Ford Motor Company case (L.G., May, 1943, p. 585) when the Board said:—

The present application should not be taken as any precedent except as to the cases of employers engaged in the production of munitions and supplies. . . . While each applica-

tion must, of course, be dealt with on its individual merits, the National Board considers that what we are dealing with primarily are industries engaged in war production.

These considerations do not appear to be applicable in this case; in fact the request would appear to stem from the fact that for some time the parent company in the United States has been paying such a premium.

The observations of this Board in the Cockshutt Plow Company, Massey-Harris Company and International Harvester cases (L.G., Dec., 1944, p. 1475) are also relevant in some respects to this case.

We do not find reason to disturb the decision appealed from, and the appeal is dismissed.

January 12, 1945.

Re: Various Coal Mining Companies of Nova Scotia and New Brunswick as follows: Dominion Coal Co., Ltd. (Cape Breton and Springhill Mines), Acadia Coal Co., Ltd., Old Sydney Collieries, Ltd., Avon Coal Co., Ltd., Minto Coal Co., Ltd., Miramichi Lumber Co., Ltd., Welton and Henderson, Ltd., G. H. King, Newcastle Coal Co., Ltd., Cumberland Railway and Coal Co., Ltd., Franklyn Coal Co., Ltd., Bras d'Or Coal Co., Indian Cove Coal Co., Joggins Coal Co., Standard Coal Co., Hillcrest Coal Co., E. S. Crawford Coal Co. and United Mine Workers of America, District No. 26.

Reasons for Decision

This is an application by the Union on behalf of certain employees of the above Companies for the following:—

1. Levelling up of all datal rates to the rates paid under the agreement between District 18, United Mine Workers of America, and the Western Canada Bituminous Coal Operators' Association.
2. Two weeks' vacation with pay.
3. Payment of contract miners by the short ton, instead of the long ton, as at present; and an increase of twenty per cent in contract rates.
4. Time and a half for overtime and double time for Sundays and statutory holidays for all employees.
5. Elimination of boys' rates.
6. A separate contract for borers on longwall.
7. Payment of datal men who are obliged to work in water at the same rate as contract men who work in water.
8. Free rent and coal for employees injured in the mines and receiving compensation.

With respect to the above noted requests, it should be noted at the outset that all the items above, with the exception of (1), (2) and (8), have been considered by this Board on previous occasions when applications were submitted by the said Union on behalf of some, or all, of the employees covered by this application. The first such application was made in January, 1942, on behalf of employees of Dominion Coal Company, Limited, Cumberland Railway and Coal Company, Limited, Old Sydney Collieries, Limited, and Acadia Coal Company, Limited, and in dealing with the various matters in that application, and in supplementary applications arising therefrom, certain assistance was made available to the Companies by the Government to make possible certain requests then made by the Union, and the Union at that time indicated, in writing, that all such requests were fully adjusted, including items (3), (4), (6) and (7). Subsequently an application was made to this Board in August, 1943, for an increase in wages for employees of the Companies mentioned and for the adjustment of a number of matters which had been referred to in the application in 1942, and for item (5). In, or about, December, 1943, an application for an increase in wages was also made by the Union on behalf of employees of the other Com-

panies covered by the present application. As a result of these applications an increase in wage rates was granted, but the other requests, including those mentioned above, were denied. On the hearing of the present application no additional information was submitted to the Board which justified the Board in granting the requests mentioned above. The application with respect to these items is, therefore, denied.

With reference to item (1), this would involve wage increases to the employees concerned amounting to approximately \$3,660,951 per annum. The employees argued that gross injustices and gross inequalities were suffered by the employees covered by this application by reason of the fact that similar employees of the Western Canada Bituminous Coal Operators' Association were in receipt of higher wage rates. This Board cannot accept that argument as sufficient in itself to establish gross inequality or gross injustice. Certainly applicants do not discharge the burden on them merely by indicating that a differential exists. Moreover, with respect to this item in the application, as well as all other items in the application, this Board, after examination of the material submitted to it in this and the other applications above referred to, is satisfied that the employers have demonstrated their inability to provide the additional money required to meet the demands and requests herein before set forth, unless they first receive permission to increase the price of coal to their customers.

With regard to item (8) it appears to this Board that what is requested is, in effect, an increase in the benefits received from the Workmen's Compensation Board by workmen in respect of injuries in a mine. The adequacy, or otherwise, of such benefits is not a matter which is within the purview of the National War Labour Board.

With reference to item (2) "Two weeks vacation with pay", it should also be noted that it has not been the policy of this Board to direct vacations with pay beyond a period of one week as provided for in supplementary D.B. 17, and no good reason has been suggested in this case why the Board's policy in this regard should be modified and enlarged

to make possible the granting of the request in question.

The result, therefore, is that the application on behalf of the employees in question is denied. The Board wishes to observe that some at least of the arguments addressed to it in the course of the hearing of the application were related to matters outside the scope of the inquiries it makes with respect to

applications such as the one under consideration, and it would appear that such arguments would be more properly addressed to the Royal Commission inquiring into the coal industry. This Commission, we understand, will be conducting hearings in Nova Scotia and New Brunswick at an early date.

January 15, 1945.

**Re: Harry Hayley and Ottawa General Workers' Union,
Local No. 1 (C.C.L.)**

Reasons for Decision

(Oral Decision)

This was an application made under the provisions of Order in Council P.C. 5963, and it is unfortunate for the employer that he did not act on the notice that was sent to him, and at that time enter his plea of inability to pay, so that both angles of the case could be discussed together.

An important part of the application, viz., the question of the increase in wages, is so

tied up with the other part that both should have been dealt with together.

The Board realizes that in the winter season there may be some difficulty, or hardship, in arranging a double shift, as Mr. Hayley suggested at the last meeting here, but realizing also that a common practice in industries is to institute an eight hour day, the Board feels that the decision of the Regional Board should not be disturbed.

The appeal is dismissed.

January 12, 1945.

Re: Oil Well Supply Company (Calgary)

Reasons for Decision

This is both an application for leave and an appeal from a decision of the Regional War Labour Board for Alberta dated September 25, 1944, refusing permission to increase the wage rate of a stenographer from \$126.52 to \$136.52. Leave to appeal was refused by the Regional Board.

The formal finding and direction states that there was "nothing in the data submitted to show that the duties or responsibilities of this employee have been increased since August, 1939". This finding, it seems to us, might have been an appropriate one to make if the application had been one for the establishment of a new occupational classification, and the case was not presented to the Board as an application under section 17.

The application was for a wage increase and had to be considered under either section 20

(1) (a) or 20 (1) (b) of P.C. 9384. There was no fully developed case under the "gross injustice or gross inequality" provision of paragraph (a), but it was open to the Regional Board to consider the matter under paragraph (b). Nothing indicates that the application was considered on the latter basis. The case is not of the kind, however, which this Board should admit to appeal in the face of a refusal of leave by the Regional Board, even though on the evidence filed here we might think that the increase should be permitted. We must deny the application, but it will be without prejudice to the fresh application the Company might want to make to the Regional Board on the basis of the submissions presented to this Board and such other submissions, as may be deemed advisable, for allowance of the increase from June 1, 1944.

January 15, 1945.

**Re: Old Sydney Collieries Limited and United Mineworkers of
America, District 26**

Reasons for Decision

This is an application by the Union for an increase in the contract rate payable to the Deepmen, Landing Tenders and Grab Handlers in and about the Florence Colliery, Cape Breton. Since 1918 these men have been paid on a sliding scale of wages, determined

by the number of men employed. This sliding scale is as follows:—

	Per Ton
14 men	0510
15 men	0546
16 men	0583
17 men	0619
18 men	0656
19 men	0692
20 men	0725

In addition to these rates, the men received, by virtue of various orders of this Board, an additional sum of \$1.77 per day. In this application the Union seeks to eliminate the sliding scale, mentioned above, and to establish an over-all contract rate of 10.5 cents per ton, with a provision that there be a minimum wage of \$6.30 per day, plus \$1.77 per day. It also asks that the requested 10.5 cents per ton be not paid on anything less than a weekly average of sixty tons per day.

At the hearing it developed that under the sliding scale now in existence the employees in question receive on the average 24 cents per day less than men similarly employed in the Princess mine about three miles distant. The suggested over-all rate of 10½ cents per ton with the guaranteed minimum above referred to would, however, provide daily pay on the average of 51 cents above the daily average in the Princess mine. It also developed that in no other mine in this area are such employees paid on the basis suggested in the application. The Company stated moreover that the men's earnings would be very considerably increased under the existing sliding scale if less absenteeism prevailed, and if men employed at the Collieries would increase production. On

behalf of the employees, it was urged that the difficulties did not arise so much from unavoidable absenteeism as from faults in the seams of coal and from the methods employed by the Company in extracting the coal from the mine.

The applicant did not satisfy this Board that the increase sought could be justified. Moreover, the applicant did not furnish sufficient information to indicate to what degree, if any, the sliding scale method of payment should be modified, neither is there sufficient information before this Board to enable it to direct an alternative method of payment.

It would seem that there should be further discussions between the employer and employees with respect to this matter. It would appear that the employees should consider more seriously the complaint of the employer as to absenteeism and unsatisfactory production, and, on the other hand, that the employer should more seriously consider the desire of the employees that there be established for them compensation more in line with that provided for similar work in the Princess mine.

This application should be dismissed.

January 22, 1945.

Re: Mortgage and Discount Corporation of Canada

Reasons for Decision

An appeal from a finding and direction of the Quebec Regional Board dated November 7, 1944, determining that the company's managing director was a salaried official and his remuneration controlled by the Wartime Salaries Order. Leave to appeal was granted by the Regional Board.

The individual concerned has no financial interest in the company and his duties as managing director of the appellant are merely incidental to his main occupation which is that of accountant for a law firm. In fact

these duties are performed in spare time and could be considered as overtime worked for the principal employer, and on this basis the status of the employee should be determined with regard to the main occupation which is remunerated at a rate of \$250 per month. The duties and responsibilities involved in the occupation of accountant in the circumstances of this case do not appear to place the employee above the rank of a foreman and as a consequence we think the appeal should be allowed.

January 22, 1945.

Re: Western Grocers Limited (Regina) and Canadian Distributors' Union, Local No. 1

Reasons for Decision

This is an appeal by the Union, concurred in by the Company, from a decision of the Regional War Labour Board for Saskatchewan dated November 2, 1944, denying payment at the rate of time and one-half for time required to be worked by office and warehouse employees in excess of 47½ hours per week. Payment for such overtime was authorized at straight *pro rata* time. Leave to appeal was granted by the Regional Board.

The appeal is concerned only with the warehouse employees and the employer states that similar classifications in its employ in Manitoba and Alberta receive the time and one-half rate. The Regional Board held that on a local comparative examination it would not introduce the new condition for these monthly rated employees.

Under section 20 (1) (c) (i) of P.C. 9384, the power to authorize the application is, to a degree, of a discretionary nature and our

policy has been to refrain from interfering with an exercise of discretion by a Regional Board unless an error of principle has been shown in the decision or some failure to give weight to material evidence is demonstrated.

We do not think this is a case in which we can substitute our views for those of the Regional Board and the appeal must be dismissed.

January 22, 1945.

Re: Neon Products of Western Canada Limited (Vancouver)

Reasons for Decision

An appeal from a decision of the Regional Board for British Columbia dated October 10, 1944, denying a request for permission to inaugurate in the appellant's engineering division the practice of paying employees at the rate of time and one-half for work performed on Saturday afternoons after completion of a 44-hour week. The Regional Board granted leave to appeal.

This division of the appellant's operations was started in July, 1942, for production on war contracts and a work-week of 48 hours was established with a system of bonus hours. In another division manufacturing, installing and servicing Neon signs and lighting, a 44-hour week has been the practice since 1928 and time and one-half is paid for work required to be performed on Saturday afternoons. The Regional Board thought that the two divisions, which are housed in separate plants, should each be considered independently of the other and we are in agreement with that view.

This matter must be considered in the light of section 20 (1) (c) (i) of the Wartime Wages Control Order, 1943 (P.C. 9384) which reads as follows:—

The National Board (or a Regional Board) may . . . authorize or direct an employer to alter a term of employment, which may have the effect of increasing, directly or indirectly, a single rate or the rates within a range established under this Order for an occupational classification of his employees . . . in such manner or at such rate or range as in the opinion of the National Board (or a Regional Board) is fair and reasonable and is consistent with and will give effect to the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material.

Under the terms of this provision a Board has a fairly wide discretion to exercise and one of the circumstances which would be material, in the sense that it would be relevant to the subject matter of this application, would be the condition prevailing in the industry in the area. The appellant alleges that the practice followed in the metal trades industry, to which its engineering division would belong, is a 44-hour week with time and one-half for Saturday afternoon. Assuming as we do that the Regional Board have examined the application from the point of view of this allegation and have exercised their discretion against the application, we do not think that we should substitute our discretion for theirs. Consequently, the appeal will have to be dismissed.

January 22, 1945.

Re: Modern Press Limited and Saskatoon Typographical Union No. 663

Reasons for Decision

Leave having been granted by the Regional War Labour Board for Saskatchewan, this appeal is taken by the Union from a decision of that Board dated November 2, 1944, denying an application by the employer for permission to inaugurate the practice of giving annually two weeks' vacation with pay to printers, pressmen and bindery workers who had completed 12 months' service.

The application was denied on the ground that decision bulletin No. 17 was binding upon Regional Boards and that it did not provide for more than one week's vacation. D.B. 17 was issued for the guidance of war labour boards and on the whole our policy has been to adhere to its general pattern. However, in certain cases where employer and employees were in agreement upon a modification which was shown to have been an established condi-

tion in a certain industry in a given area, certain departures from the plan outlined in D.B. 17 have been authorized. For example, two weeks' vacation have been authorized in a few cases (Hiram Walker & Sons, Limited, L.G., 1944, p. 840), but always subject to a continuous service requirement of at least 5 years.

In this case the appellant has not supplied the Board with sufficient information about the general practice in these trades in Saskatoon and in any event the application would have to be altered to provide a longer period of qualification for the two weeks' vacation.

We shall dismiss the appeal without prejudice to such new application as the parties might care to make to the Regional Board.

January 22, 1945.

Re: Retail Merchants Association of Canada, Inc. (Fur Division) and National Clothing Workers' Union Inc.

Reasons for Decision

On or about June 9, 1944, the Union and the Association filed a joint application to the Regional Board for Quebec for an increase in the minimum wage rates payable under the decree relating to fur employees in the retail trade in the Montreal area. This decree resulted from a collective labour agreement between the Association representing the employers and the Union representing the employees. With respect to duration, section 12 of the decree provides as follows:—

The present decree shall remain effective until May 1st, 1944. It shall renew itself automatically on the date of its expiration, for another period of two (2) years, unless one of the parties hereto declares to the other party, in writing, its intention not to renew same, at least two (2) months before the date of its expiration.

The joint application is dated May 1, 1944, and was signed June 3, 1944. It contained the following: "Le décret relatif à la fourrure, avec les amendements ici mentionnés, demeurera en vigueur jusqu'au 1er mai, 1945", but there is no request made with respect to the effective date of the decision sought from the Regional Board. On June 28, 1944, the secretary of the Regional Board advised the Union that the employers who had consented to the changes in the rates were authorized to pay the increased rates from May 1, 1944. The Regional Board then gave individual notices (on June 24, 1944) to the employers who were not members of the association. The Regional Board's decision approving the

new rates for all employers is dated July 4, 1944, and was made effective from the date of publication in the Quebec Official *Gazette* of the provincial Order in Council amending the decree. Such publication was made August 5, 1944.

The Union appeals from this decision and its request is that the increased rates be payable by all employers, both members and non-members of the Association, from June 3, 1944, which apparently is the date upon which the Union and the Association came to an agreement upon the new rates.

As to employers who are members of the Association, they are now authorized to pay the increases from May 1, 1944. But as to the non-members, it would hardly be fair to impose upon them now a liability for wage arrears for approximately two months during which the application was pending before the Regional Board and in the provincial Department of Labour. If the Union had framed a petition to the Regional Board for retroactive payment by certain named employers who were members of the Association, that Board may possibly have ordered it as to them. But having undertaken under the Collective Labour Agreement Act to obtain increases of general application, we do not think that the Regional Board, in making August 5, 1944, the obligatory date of the new rates for all employers, erred to the point that we should alter its decision.

The appeal must therefore be dismissed.

January 23, 1945.

Re: Grank Trunk Pacific Development Company, Limited (Prince Rupert Drydock and Shipyard) and the following Unions:—Brotherhood of Painters, Decorators and Paperhangers of America; National Union of Operating Engineers; Sheet Metal Workers' International Association; United Association of Journeymen Plumbers and Steamfitters; United Brotherhood of Carpenters and Joiners of America; International Brotherhood of Electrical Workers; Boiler-makers and Iron Shipbuilders' Union of Canada, Local No. 4, National Union of Machinists' Fitters.

Reasons for Decision

This is an application by the unions for increases in pay of ten (10c.) cents per hour for all classifications represented by the unions and is based on the allegations that, while they are now receiving the same rates as those paid in the Vancouver area, the cost of living in Prince Rupert is twenty per cent higher than in the City of Vancouver.

Following exhaustive investigation by Mr. Justice Richards, application to the National

War Labour Board was made by the various employers and employees in the shipbuilding industry in the Vancouver area to establish wage rates for various classifications and by Finding and Direction of January 19, 1943, the Board gave effect thereto. The unions in the present application did not at first approve of the application of the said Finding and Direction to their organizations at Prince Rupert, but following conferences of both employers and employees, under the Chair-

manship of Mr. Justice Richards, on the 3rd and 4th of March, 1943, a joint application by them was filed with the National War Labour Board on or about March 15, 1943, requesting that the above-mentioned Finding and Direction of January 19, 1943, be made applicable in shipyards of the Grand Trunk Pacific Development Company, Limited, at Prince Rupert. On April 8, 1943, by Finding and Direction the Board gave its approval to the said application.

In the present application no evidence was furnished to the Board to indicate that there had been any change in the cost of living in Prince Rupert since March 15, 1943, which altered the relative positions of the employees in the Prince Rupert and Vancouver shipyard. It must have been considered by all parties that as of the date of the application on March 15, 1943, it was fair and reasonable to equalize the rates and there is no evidence of

any change since then which affects adversely only the Prince Rupert shipyard.

Without determining in any way the general question as to whether the Board could, or should, approve of rates which vary merely because of some difference in the local cost of living, the Board does not consider that the applicants in this case have satisfactorily established that there is a differential of twenty per cent in the cost of living as between Prince Rupert and Vancouver. It is, undoubtedly, true that some items are higher in Prince Rupert and some lower, but the survey used by the applicants was incomplete and not sufficiently general to indicate the actual situation. It is probable that the differential is, in fact, very much smaller.

For the reasons above mentioned, the application will be dismissed and Finding and Direction will be issued accordingly.

January 24, 1945.

Re: Canadian National Railways and Canadian Pacific Railway Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Freight Handlers, etc., at Montreal Wharf, P.Q.)

Reasons for Decision

This is an application by the Union in renewal of a previous application in which, among other things, claim was made for Finding and Direction by the National War Labour Board requiring the Companies to make effective annual vacations with pay for its Wharf Freight Handlers at Montreal, P.Q., and at Saint John, N.B.

In dealing with the previous application the Board in its Reasons for Decision dated September 30, 1943, stated:—

As to the claim for vacations with pay, we have dealt with that subject in a general way in the case of District 4. However desirable the condition may be, its basic foundation is upon the principle that the over-worked human machine should have a period of rest in the interests of productivity and the workers' well being and health. The workers concerned here are seasonal workers.

As far as the employing Railway Companies are concerned these workers' services are not in demand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

The service of Railway Wharf Freight Handlers at Montreal is seasonal, being required during the period of open navigation of approximately seven months each year. The Board cannot find justification for now making any change in its previous conclusion as stated in its Reasons for Decision as quoted, and therefore the application of the employees must be disallowed.

There will be Finding and Direction accordingly.

January 25, 1945.

Re: Ottawa Electric Railway Company and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 279

Reasons for Decision

This is an application on behalf of the employees of the Ottawa Electric Railway Company for a direction for the following:

1. (a) Increases of 8 cents per hour in the wage rates of all classifications of employees covered by the application with the exception of those employees referred to in sub-paragraphs (b) and (c).
- (b) That the wage rates of the linemen be increased by 12 cents per hour.

(c) That the wage rates of the grease pit men be increased by 6 cents per hour.

2. Superannuation to begin at 65 years of age from a fund to be established on a joint contributory basis.

3. An increase from \$15 to \$20 a week of the allowance for sick benefit, and where an employee is sick for two or more weeks he shall receive pay for the first week of his illness.

4. All employees should receive two weeks holidays with pay after one year's service.

5. On all runs pulling out and pulling into barns and garages there should be added ten minutes to the time as presently computed.

6. All the garage men, linemen and shop men should receive 2 pairs of overalls per year from the Company.

7. All runs or part of runs which are completed in less than two hours shall be paid a minimum of two hours' wages.

In considering the foregoing request, it must be kept in mind that in February, 1943, the National War Labour Board had before it an application on behalf of these same employees for a wage rate increase of 12 cents per hour. By Finding and Direction of the said Board dated February 27, 1943, a wage increase amounting to 4 cents per hour was directed to be paid to all classifications. That application, it is important to note, was considered pursuant to the provisions of Order in Council P.C. 5963, and it appears that the said increases were directed in order to adjust fairly and reasonably the wage rates of the employees whose hours of work per day had previously been reduced from 9 hours to 8 hours, as well as to reflect the result of certain comparisons with the wage rates of employees of street railways in certain other urban centres. This Board, in order to determine whether pursuant to the provisions of *Section 20, Sub-section 1 (a), of the Wartime Wages Control Order, 1943, P.C. 9384*, further wage increases should be directed, gave careful study to the wage rates of the employees of other street railways, whose general conditions, such as locality, volume of traffic, mileage, etc., made them properly comparable to the Ottawa Street Railway, and attention was directed as well to the working conditions for street railway employees engaged in classifications reasonably similar to the employees whose application is being considered. In this connection the Board gave particular attention to the wage rates of the employees of those street railway companies who do not enjoy the benefits of a pension or superannuation plan. As a result of this study the Board, having made due and proper allowance for all relevant factors and conditions, is of opinion that the employees concerned in this application are entitled to the wage increases hereinafter set forth in order that gross inequalities and gross injustices may be rectified. The wage increases necessary to obtain this result are as follows:

I. INCREASES IN WAGE RATES

(a) The wage rates of all classifications of employees covered by the application with the exception of those referred to in paragraphs 1 (b) and 1 (c) above should be increased by 5½ cents per hour.

(b) In the application a request is made that certain power house employees have their wage rates increased from 8-10 cents. At the hearing, however, the increase sought was for

the linemen, and the amount of the wage increase as stated at the hearing was 12 cents.

The Board is of opinion that these linemen should receive increases in their wage rates in the amount of 7½ cents per hour.

(c) In the application, and at the hearing, an increase of 6 cents per hour was requested for the grease pit men.

The Board is of opinion that the grease pit men should have their wage rates increased by the amount of 4½ cents per hour.

All of the increases referred to in paragraphs 1 (a), 1 (b) and 1 (c) should be effective as and from the 1st day of November, 1944.

II. SUPERANNUATION

Much of the argument on the hearing of this application was concerned with this matter, and it is apparent that the matter of superannuation fund for the employees has been under discussion for many years by the employer and employees. This question is also dealt with in the Finding and Direction of February 27, 1943. At that time the National War Labour Board said:

It is not within the jurisdiction of the National War Labour Board, under the provisions of the Wartime Wages Control Order, P.C. 5963, to direct the establishment of a contributory superannuation retirement fund, the condition being one which, if possible, should be developed through the process of collective bargaining.

This Board concurs in that statement, and is further of opinion that it applies equally when consideration is being given to applications made pursuant to P.C. 9384. We are, therefore, unable to grant the request made on behalf of the employees to direct that a superannuation fund be established.

III. SICK BENEFITS

This Board declines to direct any increase in the rate of sick benefits now provided by the employer for the employees and declines also to direct any modifications in the existing arrangements with respect to such benefits so as to enable the employees to receive pay for the first week of illness.

IV. HOLIDAYS

This request made on behalf of the employees is for a holiday with pay plan not in accordance with the provisions of D.B. 17, and must, therefore, be refused.

V. PULLING IN AND PULLING OUT TIME

VI. OVERALLS

VII. SHORT RUNS

No sufficient evidence or reasons were furnished on behalf of the employees to justify this Board in directing the requests sought in the foregoing paragraphs 5, 6 and 7.

January 25, 1945

Re: Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Water Front Freight Handlers, Checkers, Coopers, etc., at Quebec, Montreal, Toronto, Hamilton, Sarnia—Point Edward, Windsor, Port Arthur, Fort William).

Reasons for Decision

This is an application by the Union requesting Finding and Direction by the National War Labour Board requiring the Company to make effective annual vacations with pay for its Water Front Freight Handlers, etc., at the places mentioned.

In dealing with a similar application (Case No. N-1091) the Board in its Reasons for Decision dated September 30, 1943, stated:

As to the claim for vacations with pay, we have dealt with that subject in a general way in the case of Division 4. However desirable the condition may be, its basic foundation is upon the principle that the overworked human machine should have a period of rest in the interests of productivity and the workers' well-being and health. The workers concerned here are seasonal workers. As far as the employing Railway Companies are concerned these workers' services are not in de-

mand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

The service of Water Front Freight Handlers at the places mentioned is seasonal, being required during the period of open navigation of approximately seven months each year. The Board cannot find justification for making for such service any change in its conclusion as stated in its Reasons for Decision as quoted, and therefore the application of the employees must be disallowed.

There will be Finding and Direction accordingly.

January 26, 1945

Re: Canadian Pacific Railway Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Hourly rated Freight Handlers, etc., at Port McNicoll)

Reasons for Decision

This is an application by the Union requesting Finding and Direction by the National War Labour Board requiring the Company to make effective annual vacations with pay for its hourly-rated Freight Handlers, etc., at Port McNicoll, Ontario.

In dealing with a similar application (Case No. N-1091) the Board in its Reasons for Decision dated September 30, 1943, stated:

As to the claim for vacations with pay, we have dealt with that subject in a general way in the case of Division 4. However desirable the condition may be, its basic foundation is upon the principle that the overworked human machine should have a period of rest in the interests of productivity and the workers' well-being and health. The workers concerned here are seasonal workers. As far as the employing Railway Companies are concerned these workers' services are not in de-

mand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

The service of Railway Freight Handlers, etc., generally at Port McNicoll, Ontario, is seasonal, being required during the period of open navigation of approximately seven months each year. The Board cannot find justification for making for such service any change in its conclusion as stated in its Reasons for Decision as quoted, and therefore the application of the employees must be disallowed.

There will be Finding and Direction accordingly.

January 26, 1945

Re: Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Freight Handlers, etc., at Halifax)

Reasons for Decision

This is an application in renewal of a previous application in which, among other things, claim was made for Finding and Direction by the National War Labour Board requiring the Company to make effective annual vacations with pay for Wharf Freight Handlers at Halifax, Nova Scotia.

In dealing with the previous application, the Board in its Reasons for Decision dated September 30, 1943, stated:

As to vacations with pay, we think the reasoning set forth in the Montreal and Saint John case applies here with the exception that these workers do not enjoy railway transportation privileges. The greater night differential is an important offsetting factor in comparison with Montreal.

In its Reasons for Decision dated September 30, 1943, in respect of the other application mentioned (Case File N-1091) to make effective annual vacations with pay for Wharf Freight Handlers of other companies at Montreal and West Saint John, the Board stated:

As to the claim for vacations with pay, we have dealt with that subject in a general way in the case of Division 4. However desirable the condition may be, its basic foundation is upon the principle that the overworked human machine should have a period of rest in the interests of productivity and the workers' well-being and health. The workers concerned here are seasonal workers. As far as the employing Railway Companies are concerned these workers' services are not in demand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

The service of Wharf Freight Handlers, etc., generally at Halifax in the past has been seasonal, being required during winter port periods of approximately five months each

**Re: Canadian Pacific Railway Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees
(Freight Handlers, etc., at West Saint John)**

Reasons for Decision

This is an application by the Union in renewal of a previous application in which, among other things, claim was made for Finding and Direction by the National War Labour Board requiring the Company to make effective annual vacations with pay for Wharf Freight Handlers at Montreal, P.Q., and at West Saint John, New Brunswick.

In dealing with the previous application the Board in its Reasons for Decision dated September 30, 1943, stated:

As to the claim for vacations with pay, we have dealt with that subject in a general way in the case of Division 4. However desirable the condition may be, its basic foundation is upon the principle that the overworked human machine should have a period of rest in the interests of productivity and the workers' well-being and health. The workers concerned here are seasonal workers. As far as the employing Railway Companies are concerned these workers' services are not in demand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

The service of Railway Wharf Freight Handlers, etc., generally at West Saint John in the

year. Under such conditions the Board could not find justification for now making any change in its previous conclusion as stated in its Reasons for Decision as quoted.

However, it has been shown that under wartime traffic conditions the service of Wharf Freight Handlers, etc., generally at Halifax is required throughout the twelve months of the year. In the circumstances the Board is of the opinion that it would be fair and reasonable and consistent with the intent of Wartime Wages Control Order, 1943, P.C. 9384, that while existing wartime traffic conditions continue, and as a special measure under such conditions, Freight Handlers, etc., covered by the application should be allowed a vacation with pay during the year 1945, subject to the following condition—employees who during the year 1944 have worked on 250 or more calendar days will be entitled to a half day vacation with pay for each 25 days worked during the twelve months preceding the date at which conditions permit that vacation with pay is to be taken.

There will be Finding and Direction accordingly.

January 26, 1945

past has been seasonal, being required during Winter port periods of approximately five months each year. Under such conditions the Board could not find justification for now making any change in its previous conclusion as stated in its Reasons for Decision as quoted.

However, it has been shown that under wartime traffic conditions the service of Railway Wharf Freight Handlers, etc., generally at West Saint John is required throughout the twelve months of the year. In the circumstances, and in view of annual vacation with pay plans as now generally established for various classes of employees in railway service, the Board is of the opinion that it would be fair and reasonable and consistent with the intent of Wartime Wages Control Order, 1943, P.C. 9384, that while existing wartime traffic conditions continue, and as a special measure under such conditions, Freight Handlers, etc., covered by the application should be allowed a vacation with pay during the year 1945, subject to the following condition—employees who during the year 1944 have worked on 250 or more calendar days will be entitled to a half day vacation with pay for each 25 days worked during the twelve months preceding the date at which conditions permit that vacation with pay is to be taken.

There will be Finding and Direction accordingly.

January 26, 1945

Industrial Disputes and Conciliation

Introduction

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

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

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

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

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

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

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for six days during the month of January. During this period the Board received eleven applications, held ten hearings, issued four certificates designating bargaining representatives, rejected two applications for certification, allowed withdrawal of two applications, ordered four representation votes and gave decisions in three appeal cases.

At the end of the month a large number of applications for certification were before the Board which was in session from January 30 to February 2 inclusive. These applications were dealt with during the session but not before the close of the month. They will be reported in the March issue of the *LABOUR GAZETTE*.

Certificates Issued

1. *United Brotherhood of Carpenters and Joiners of America, Local 1614, and Hudson*

Bay Mining and Smelting Company Limited, Flin Flon, Man. (L.G., Oct., 1944, p. 1221). The Local Union and Messrs. J. B. Graham, S. Arthur Lundman and Robert L. Johnson, were certified as bargaining representatives for the carpenter-foreman, carpenter sub-foreman, carpenter jigger-boss, carpenters, carpenters' helpers and open pit bridgemen of the Hudson Bay Mining and Smelting Company, Flin Flon, Man. Certification followed a hearing by the Board and an examination of the Union's membership records by an officer of the Board.

2. *Brotherhood of Painters, Decorators and Paperhangers, Local 1497, and Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man. (L.G., Oct., 1944, p. 1221).* Following a hearing by the Board and an examination of the Union's membership records, the local union and Messrs. Fred Molineaux, George Carner, and Everett Devers-

pile were certified as bargaining representatives for the painter foreman, painters, sign painters and helpers, of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man.

3. *The International Brotherhood of Bookbinders Local 28, International Printing Pressmen and Assistants Union Local 195, and International Typographical Union No. 411, and McCaskey Systems, Limited, Galt, Ont.* The Unions and Messrs. Robert E. Brown, Frank J. Barrett and Arthur Barlen, were certified as bargaining representatives for the employees engaged in the press room, bindery and composing room of McCaskey Systems, Limited, Galt, Ontario.

Certification of bargaining representatives followed an appeal by the applicant unions from a decision of the Ontario Labour Relations Board by which the bargaining unit of the employees was established on a plant basis and a vote of the employees conducted including a number not specified in the application for certification. The National Board in allowing the appeal determined the bargaining unit on a craft basis and ordered that a new vote be taken of the employees of the Company employed in the press room, bindery and composing room. In this vote a majority of the eligible employees authorized the applicant unions to choose bargaining representatives on their behalf.

4. *The International Brotherhood of Blacksmiths, Drop Forgers and Helpers, Sunshine Local 520, and Canadian Pacific Railway Company (B.C. Coast Steamship Service) (L.G., Dec., 1944, p. 1482).* The Union and Messrs. Albert Young, George Hardy, Thomas Hammond, and J. T. Galloway were certified as bargaining representatives for the employees in the Maintenance Department of the Canadian Pacific Railway (B.C. Coast Steamship Service), Victoria, B.C. Foremen were excluded from the bargaining unit. Certification followed a hearing by the Board and an examination of the union's membership records by an officer of the Board.

Applications for Certification Rejected

1. *Brotherhood of Maintenance-of-Way Employees and Canadian National Railways, Western Lines (coaling station employees at intermediate points, Winnipeg, Man., to Vancouver, B.C.) (L.G., Nov. 1944, p. 1338).* Following an investigation of the application by an officer of the Board, and a public hearing, the Board rejected the application on the grounds that the unit applied for was not considered appropriate for collective bargaining inasmuch as coaling station employees,

other than those covered by the application, are affected by it, and it was not shown that the applicant organization acted with the authority of the majority of all such employees as required by the Wartime Labour Relations Regulations.

Applications For Certification Withdrawn

1. *Mercantile Marine Officers' Guild of Canada and Gulf and Lake Navigation Company Limited, Montreal, P.Q. (L.G., January, 1945, p. 35).* On the request of the President of the applicant union the application for certification of bargaining representatives was withdrawn.

2. *Canadian Brotherhood of Marine Engineers and Gulf and Lake Navigation Company Limited, Montreal, P.Q. (L.G., January, 1945, p. 35).* On the request of the President of the applicant union the application for certification of bargaining representatives was withdrawn.

Representation Votes Ordered

1. *International Association of Machinists, Local 182, and Hudson Bay Mining and Smelting Co. Ltd., Flin Flon, Man. (L.G., Oct., 1944, p. 1221).* Representations were made before the Board by the applicant union, the Company and the Northern Manitoba Mine, Mill and Smelter Workers' Union, as intervener. Those eligible to vote are machinists, mechanics, repairmen, pipe fitters, blacksmiths and their helpers and apprentices.

2. *International Brotherhood of Electrical Workers, Local B-1405, and Hudson Bay Mining and Smelting Co. Ltd., Flin Flon, Man. (L.G., Oct., 1944, p. 1221).* Representatives of the applicants and company as well as those of the Northern Manitoba Mine and Mill Workers' Union as intervener, appeared before the Board. The eligible voters are electricians, substation operators, powerhouse operators, hoist men, Cottrell operators, surface cranes, locomotive drivers and shovel runners and their helpers and apprentices.

3. *International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Local 451 and the Hudson Bay Mining and Smelting Co. Ltd., Flin Flon, Man. (L.G., Oct., 1944, p. 1221).* Representations were made before the Board by the applicant union, the Company and the Northern Manitoba Mine, Mill and Smelter Workers' Union, as intervener. The eligible voters are boilermakers, punch and shear operators first, boilermaker helpers, acetylene and electrical welders, electrical welders, boilermaker apprentices, electric welding apprentices, tinsmiths, tinsmith helpers, in the machine shop, head

rigger and coal plant operators in the Surface and Transportation Department, and open pit pumpmen.

4. *Flin Flon Base Metal Workers Federal Union, No. 172 (T. & L.C.) and Hudson Bay Mining and Smelting Co. Ltd., Flin Flon, Man. (L.G., Oct., 1944, p. 1221)*. Representatives of the applicant union, the Company and the Northern Manitoba Mine and Mill Workers' Union, as intervener, appeared before the Board. Employees in the following Departments are eligible to vote: Mine (underground), open pit, crusher, concentrator, zinc roaster, tankhouse, zinc casting, cadmium plant, bedding bins, copper smelter, machine shop, drill steel shop, ball making plant, surface and transportation, coal pulverizer, warehouse and truck scale department, turbine, Air and Heating Department and watchmen.

Applications For Certification Under Investigation

1. Federal Labour Union, Local 23736 (A.F. of L.), on behalf of the employees of the Goderich Elevator and Transit Company, Limited, Goderich, Ontario, except office staff and licensed engineers.

2. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of certain employees of the Chateau Laurier Hotel, Canadian National Railways, Ottawa, Ontario.

3. Deepsea and Inlandboatmen's Union, Pacific Coast District, Canadian Seamen's Union, on behalf of towboat operators of Stone Brothers, Limited, Port Alberni, B.C.

4. Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, Local 724, on behalf of certain employees of the Bessborough Hotel, Canadian National Railways, Saskatoon, Saskatchewan.

5. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of certain employees of the Vancouver Hotel Company, Vancouver, B.C.

6. United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 170, on behalf of the employees of the Plumbing Department of the Hotel Vancouver Company, Vancouver, B.C.

7. Canadian Navigators Federation on behalf of certain employees of the Clarke Steamship Company Limited on S.S. *Gaspesia*, M.S. *North Gaspé* and *Sable Island*, Montreal, P.Q.

8. Canadian Seamen's Union on behalf of certain employees of the Canadian National (West Indies) Steamships Limited and Cana-

dian Government Merchant Marine Limited, Montreal, P.Q.

9. British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America, on behalf of the unlicensed personnel in Deck, Engine Room and Steward's Departments on M.V. *Island King* of the B.C. Cement Company Limited, Victoria, B.C.

10. British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America, on behalf of the unlicensed personnel in Deck, Engine Room and Steward's Departments on the vessels *Teco* and *P.W.* of the B.C. Packers Limited, Vancouver, B.C.

11. Canadian Brotherhood of Railway Employees and Other Transport Workers, "Empress" Division, on behalf of certain employees of the Empress Hotel, Canadian Pacific Railway Company, Victoria, B.C.

Decisions of Board in Appeal Cases

The following appeals from decisions of Provincial Labour Relations Boards and applications for leave to appeal therefrom were considered by the Wartime Labour Relations Board (National) and judgment was given.

1. The Wartime Labour Relations Board (National) granted leave to the Canadian Fishhandlers Union Local No. 1, Halifax, N.S., to appeal from decisions of the Nova Scotia Labour Relations Board under which the application of the Union for certification of bargaining representatives of certain employees of the National Fish Company Limited, Halifax, N.S., was denied and the application of the Employees Mutual Benefit Association was granted.

The union's appeal for certification had been denied because an examination of the membership records of the Union by the Nova Scotia Board indicated that a majority of the employees affected were not members of the appellant union. The Nova Scotia Board directed a vote which resulted in a majority of the eligible employees voting for the Association. The appellant union contended that it was not given an opportunity to present evidence and make representations at the time the Nova Scotia Board certified the representatives of the Association and that the Association was dominated by the employing Company contrary to Section 19 of the Wartime Labour Relations Regulations P.C. 1003.

Messrs. Fred Molineaux and A. R. Mosher in their Reasons for Judgment stated: "We find that there was interference with the

administration of the Association by the employer Company and we set aside the certificate of bargaining representatives issued by the Nova Scotia Board and reject the application of the Association."

Messrs. A. J. Hills, H. Taylor and A. Deschamps concurred in the result.

In a dissenting opinion, Mr. Justice G. B. O'Connor, Chairman of the Board, stated that "the evidence justified the finding of the Nova Scotia Board that the Association was not dominated by the Company", and that "it may be better for the employees who desire an Association to incorporate without the objectionable provisions (now embodied in the constitution) and to make a new application for certification of bargaining representatives".

The appellants were represented by Messrs. J. A. Sullivan and H. C. Mead and the respondent Company by Mr. C. B. Smith, K.C.

2. The Wartime Labour Relations Board (National) granted leave to appeal but denied the appeal of Motor Products Corporation, Windsor, Ontario, from a decision of the Ontario Labour Relations Board which referred to the Federal Minister of Labour the matter of the negotiations between the Company and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), for a collective agreement, so that the Minister might instruct a Conciliation Officer to confer with the parties and attempt to effect an agreement pursuant to Section 12 of the Wartime Labour Relations Regulations.

The Ontario Board made a previous direction to the same effect. The employer appealed to the National Board and the latter allowed the appeal on the ground that, at the time of the reference, the conciliation provisions were not available unless and until bargaining representatives had been certified, but the parties were referred to the amendment of Sections 15 and 16 of the Regulations of September 1, 1944, providing for conciliation services where a collective agreement was in effect, and it was suggested that the Ontario Board might again refer the matter to the Minister.

The Ontario Board accordingly again referred the matter to the Minister, and the employer applied for leave to appeal from the second reference on the ground that the collective agreement dated April, 1942, was automatically renewed on April 30, 1944, and that the provisions of Section 11 of the Regulations do not apply where there is in fact a collective agreement in full force. In its previous judgment the National Board said "the Ontario

Board held that an automatic renewal clause, such as that contained in the agreement under consideration is inconsistent with the regulations and cannot operate as a bar to the intervention of the Board pursuant to the request made by the union. The Board adopts the same view".

The Company further contended that the negotiations between the parties resulted from a notice by the union on March 8, 1944, and this notice was not sufficient compliance with Section 16 of the Regulations. Pursuant to communications between the company and the union, the parties had proceeded to negotiate but were unable to reach an agreement. The Board was satisfied that the union required the employer to enter into negotiations.

Finally the employer contended that although the Regulations were enacted on the 17th of February, 1944, they did not come into force until March 20 of that year, so that a notice dated March 8, 1944, could not be a compliance with Section 16. The Board did not agree with this contention and interpreted renewal in Section 16 of the Regulations as meaning renewal with or without amendment. In the Board's opinion where there are negotiations for renewal of a collective agreement, the terms of the agreement are subject to change when renewal with amendment is requested in the same way as when notice of termination has been given. The negotiations for renewal do not interfere with the right to terminate.

Leave to appeal was granted but the appeal was dismissed.

The appellant was represented by Mr. G. P. Dickson, Windsor, Ontario, and the respondent union by Mr. J. L. Cohen, K.C., Toronto, Ontario.

3. The Wartime Labour Relations Board (National) denied the appeals of the United Electrical Radio and Machine Workers of America, Locals Nos. 529 and 512 from decisions of the Ontario Labour Relations Board which refused certification to the appellant unions for the employees of Packard Electric Company Limited, St. Catharines, Ontario, and Philco Corporation of Canada Limited, Toronto, Ontario.

In each case the Ontario Board directed a vote of the employees in an effort to satisfy itself that an election or appointment of bargaining representatives was regularly and properly made. The union in each case obtained a majority of the employees who voted but failed to secure the votes of those eligible to vote. The National Board dismissed the appeals and refused the applications for certification.

Mr. Justice G. B. O'Connor, Chairman, and Messrs. A. R. Mosher, and F. Molineaux dissented from the Reasons for Judgment stating: "the Regulations were enacted to enable employers and employees to organize for the conduct of negotiations. There must be some peaceful solution of the apparent deadlock and that can best be accomplished in a democratic way by directing new votes of the employees of the Packard and Philco Companies. In the case of the Packard Company, the bargaining unit should be that mentioned in the petition; namely, 'hourly-rated and piece-work production workers' with the exclusions contained in the certificate of the Ontario Board—that is, the hourly-paid factory clerks will not be included in the bar-

gaining unit. In the Philco case the bargaining unit should be that directed by the Ontario Board.

"We should direct these votes but a majority of the Board takes a different view. There is still time for the applicants to again elect or appoint bargaining representatives and to make new applications and obtain certification of them before April 1, 1945, so as to give the necessary notice to prevent the automatic renewal of the agreement with the Employees' Council."

The appellants were represented by Mr. J. L. Cohen, K.C., and the respondent Companies by Mr. M. W. Seymour, K.C., and W. R. Best.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Board Reports Received

During January reports were received from five Boards of Conciliation:—

Concerning the Corporation of the City of Kelowna, Kelowna, B.C., and the Kelowna Civic Employees Union.

Concerning Noranda Mines, Limited, Noranda, P.Q., and Local No. 688, International Union of Mine, Mill & Smelter Workers.

Concerning Defence Industries, Limited, Ajax, Ont., and Local 521, United Electrical, Radio & Machine Workers of America.

Concerning the Vancouver News-Herald, and the Vancouver Newspaper Guild, Local No. 2, Vancouver, B.C.

Concerning Various Employers, Members of the Okanagan Federated Shippers Association, Vancouver, B.C., and the Fruit and Vegetable Workers Union, Locals 1, 3, 4, 5, 6, 7 and 8.

Boards Fully Constituted

During January six Boards of Conciliation were fully constituted:—

Fowler's Canadian Company, Limited, Hamilton, Ont.—The Board of Conciliation established to deal with a dispute between Fowler's Canadian Company, Limited, Hamilton, Ont., and the United Packinghouse Workers of America, was fully constituted on January 6 with the appointment of His Honour Judge Ian M. Macdonell of Toronto, as Chairman of the Board. Judge Macdonell was appointed to the Board by the Minister of Labour in the absence of a joint recommendation from the other two members, Mr. Norman W. Bryne, of Hamilton, appointed on the nomination of the employing company, and Mr. Arthur Williams of Oshawa, appointed on the nomination of the employees concerned.

Miramichi Lumber Co., Limited, Minto, N.B.—The Board of Conciliation established to deal with a dispute between the Miramichi Lumber Co., Ltd., Minto, N.B., and Local 7409, United Mine Workers of America, was fully constituted on January 18 with the appointment of the Honourable Mr. Justice J. H. A. L. Fairweather of Rothesay, N.B., as Chairman of the Board. Mr. Justice Fairweather was appointed to the Board by the

Minister of Labour on the joint recommendation of the other two members, Mr. Kenneth L. Golding of Fredericton and Mr. E. A. Dinsmore of Minto, appointed on the nomination of the employer and employees respectively.

De Havilland Aircraft Co. of Canada, Ltd., Toronto, Ont.—The Board of Conciliation established to deal with a dispute between the De Havilland Aircraft Company of Canada, Limited, Toronto, Ont., and Local 112, United Automobile, Aircraft and Agricultural Implementation Workers of America (U.A.W.-C.I.O.) was fully constituted with the appointment of Mr. Leonard W. Brockington, K.C., Ottawa, Ont., as Chairman of the Board. Mr. Brockington was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Mr. Norman L. Mathews, Toronto, and Mr. Bora Laskin, also of Toronto, appointed on the nomination of the employer and the employees respectively.

Willard Storage Battery Company of Canada, Limited, Toronto, Ont.—The Board of Conciliation established to deal with a dispute between the Willard Storage Battery Company of Canada, Limited, Toronto, and Local 512, United Electrical, Radio and Machine Workers of America, was fully constituted on January 13 with the appointment of the Honourable Mr. Justice W. D. Roach of Toronto, Ont., as Chairman of the Board. Mr. Justice Roach was appointed by the Minister on the joint recommendation of the other two members, Mr. W. M. Gordon and Miss Idele Wilson, both of Toronto, appointed on the nomination of the employer and employees respectively.

Island Mountain Mines Company, Limited, Wells, B.C.—On January 17 the Board of Conciliation established to deal with a dispute between the Island Mountain Mines Company, Limited, Wells, B.C., and Local No. 685, International Union of Mine, Mill and Smelter Workers was fully constituted with the appointment of Mr. A. Reginald MacDougall of Vancouver, B.C., as Chairman of the Board. Mr. MacDougall was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. R. H. Pooley, K.C., of Victoria, B.C., and Malcolm MacLeod of Vancouver, B.C.; appointed to the Board on the nomination of the employer and employees respectively.

Cariboo Gold Quartz Mining Company, Wells, B.C.—On January 17 the Board of Conciliation established to deal with a dispute between the Cariboo Gold Quartz Mining Company, Limited, Wells, B.C., and Local No. 685, International Union, Mine, Mill and

Smelter Workers was fully constituted with the appointment of Professor J. N. Finlayson of Vancouver, B.C., as Chairman of the Board. Professor Finlayson was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. R. L. Norman of Vancouver, B.C., and Malcolm MacLeod also of Vancouver, B.C., appointed on the nomination of the employer and employees respectively.

Boards Established

During the month two Boards of Conciliation were established but not fully constituted.

Genelco, Limited, Peterborough, Ont.—On January 3, 1945, the Minister of Labour established a Board of Conciliation to deal with a dispute between Genelco, Limited, Peterborough, Ont., and Local 524, United Electrical, Radio and Machine Workers of America. Mr. J. P. Nicol, Sr., of Toronto, investigated the case as Conciliation Officer. On January 2 Mr. Nicol's report was received, recommending the establishment of a Board.

Appointed to the Board were Mr. J. S. D. Tory, of Toronto, Ont., on the nomination of the employing company, and Mr. George Burt, Windsor, Ont., on the nomination of the employees concerned. Mr. Tory and Mr. Burt have been requested to confer on the nomination of a chairman and third member of the Board.

Campbells Soup Company, Limited, New Toronto, Ont.—On January 19 the Minister of Labour established a Board of Conciliation to deal with a dispute between the Campbells Soup Company, Limited, New Toronto, Ont., and the United Packinghouse Workers of America. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, investigated the case as Conciliation Officer. On January 19 Mr. Ainsborough's report was received, recommending the establishment of a Board.

Appointed to the Board were the Honourable Senator G. Peter Campbell, Toronto, Ont., on the nomination of the employing company, and Mr. Arthur Williams, Oshawa, Ont., on the nomination of the employees concerned. Senator Campbell and Mr. Williams have been requested to confer on the nomination of a Chairman and third member of the Board.

Agreements Facilitated by Conciliation Officers

Charlevoix-Saguenay Telephone Company, La Malbaie, P.Q.—On December 1 Mr. Ligouri Pepin, Industrial Relations Officer, Montreal, had been appointed Conciliation

Officer to confer with the Charlevoix-Saguenay Telephone Company, La Malbaie, P.Q., and the National Catholic Syndicate of Charlevoix East, to attempt to effect an agreement between them.

On January 15 a report was received from Mr. Pepin indicating the successful conclusion of the negotiations and the signing of an agreement.

Assignment of Conciliation Officers

Dominion Bridge Company, Limited, Toronto, Ont.—On January 5 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Dominion Bridge Company, Limited, Toronto, Ont., and Local 2808, United Steelworkers of America, and that there was no indication of the successful completion of an agreement.

On January 9 Mr. J. P. Nicol, Sr., Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

John T. Hepburn, Limited, Toronto, Ont.—On January 5, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between John T. Hepburn, Limited, Toronto, Ont., and Local 28, International Moulders and Foundry Workers Union of North America, and that there was no indication of the successful completion of an agreement.

On January 9 Mr. H. Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Seiberling Rubber Company of Canada, Limited, Toronto, Ont.—On January 5 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Seiberling Rubber Company of Canada, Limited, Toronto, and Local No. 118, United Rubber Workers of America, and that there was no indication of the successful completion of an agreement.

On January 9, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Chesley Manufacturing Company, Chesley, Ont.—On January 10, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Chesley Manufacturing Company, Chesley, Ont., and Local No. 6, the National Union of Furniture

Workers, and that there was no indication of the successful completion of an agreement.

On January 12 Mr. H. Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Moffats, Limited, Weston, Ont.—On January 11 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Moffats, Limited, Weston, Ont., and Local 3129, United Steelworkers of America, and that there was no indication of the successful completion of an agreement.

On January 12 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Dominion Electric Power, Limited, Estevan, Sask.—On January 13 the Minister of Labour was advised by the Saskatchewan Labour Relations Board that negotiations had been continuing for thirty days between Dominion Electric Power, Limited, Estevan, Sask., and the Electric Utilities Employees Union, and that there was no indication of the successful completion of an agreement.

On January 16 Mr. Ronald H. Hooper, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Thompson Bros. Machinery Company, Ltd., Liverpool, N.S.—On January 15 the Minister of Labour was advised by the Nova Scotia Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Thompson Bros. Machinery Company, Limited, Liverpool, N.S., and the Federated Council of the Thompson Bros. Machinery Company, Limited, and that there was no indication of the successful completion of an agreement.

On January 16 Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Highland Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Highland Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Con-

ciliation Officer to confer with the parties in an attempt to effect an agreement.

Toronto Dairies, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Toronto Dairies, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Hastings Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Hastings Dairy, Limited, Toronto, and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Hall's Pure Milk Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Hall's Pure Milk Dairy, Limited, Toronto, and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful conclusion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Ritchie's Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Ritchie's Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Blantyre Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Blantyre Dairy, Limited, Toronto, Ont., and Local 647, Milk

Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Findlay Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Findlay Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Walnut Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Walnut Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Dorland's Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Dorland's Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Pilkington Bros. (Canada) Limited, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Pilkington Bros. (Canada) Limited, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Excelsior Plate Glass Co., Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Excelsior Plate Glass Company, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators & Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Canadian Plate and Window Glass, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Canadian Plate and Window Glass, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators & Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Consolidated Plate Glass Company, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Consolidated Plate Glass Company, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Robert McCausland Company, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Robert McCausland Company, Toronto, Ont., and the Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Queen City Glass Company, Limited, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Queen City Glass Company, Limited, Toronto, Ont., and the Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Advance Glass and Mirror Company, Limited, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Advance Glass and Mirror Company, Limited, Toronto, Ont., and the Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Hobbs Glass Company, Toronto, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Hobbs Glass Company, Toronto, Ont., and the Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators & Paperhangers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Canadian Westinghouse Company, Limited, Hamilton, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Canadian Westinghouse Company, Limited, Hamilton, Ont., and Local 504, United Electrical, Radio and Machine Workers of America, and that there was no indication of the successful completion of an agreement.

On February 8, Mr. H. Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Beatty Bros. (Spencer Division) Penetang, Ont.—On January 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Beatty Bros. (Spencer Division) Penetang, Ont., and Local 3425, United Steelworkers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. H. Perkins, Industrial Relations Officer, Toronto, Ont., was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Canadian Bridge Company, Limited, Plant No. 3, Windsor, Ont.—On January 25 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Canadian Bridge Company, Limited, Plant No. 3, Windsor, Ont., and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Ford Motor Company of Canada, Limited, Windsor, Ont.—On January 23 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Ford Motor Company of Canada, Limited, Windsor, Ont., and Local 200, United Automobile, Aircraft and Agricultural Implement Workers of America, and that there was no indication of the successful completion of an agreement.

On January 29 Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Valley View Dairy, Limited, Toronto, Ont.—On January 22 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Valley View Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 23 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Scarboro Farm Dairy, Limited, Toronto, Ont.—On January 22 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Scarboro Farm Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 23 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Corbin Lock Company of Canada, Belleville, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Corbin Lock Company of Canada, Belleville, Ont., and Local 426, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), and that there was no indication of the successful completion of an agreement.

On January 20 Mr. H. Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Rice's Dairy, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Rice's Dairy, Limited, Toronto, Ont., and Local 647, Milk Drivers and Dairy Employees Union, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Gelber Brothers, Limited, Toronto, Ont.—On January 19 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Gelber Brothers, Limited, Toronto, Ont., and Building Service Employees' International Union, Local 204, and that there was no indication of the successful completion of an agreement.

On January 20 Mr. G. Fenwick, Conciliation Officer, Ontario Department of Labour, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Report of Board in Dispute between the Corporation of the City of Kelowna, Kelowna, B.C., and the Kelowna Civic Employees' Union

On December 27 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Corporation of the City of Kelowna, Kelowna, B.C., and the Kelowna Civic Employees' Union. A minority report was submitted by Mr. W. Sands.

The Board was under the chairmanship of His Honour Judge J. R. Archibald, Kamloops, B.C., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. John Galbraith, of Kelowna, B.C., and W. Sands, also of Kelowna, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations P.C. 1003, and in the matter of the Corporation of the City of Kelowna, Kelowna, B.C. (Employer), and certain of its employees, members of the Kelowna Civic Employees' Union (Employees).

The Board started sittings on Wednesday the 13th inst., the Employer being represented by Mr. E. C. Weddell, solicitor, and the Employees by Mr. Ross Heniot. It was agreed by both parties that the only matter in dispute which it would be necessary for the Board to consider was the question of union shop and check-off. Five witnesses for the Employees, all members of the Kelowna Civic Employees' Union, gave evidence. The Union was certified on June 1, 1944, and now consisted of 29 members. although in August last the membership was 41. Amicable relations had for a number of years existed between the employer and the employees and the Union was not formed because of any unpleasantness in these relations. The witness Weeden, Secretary-Treasurer of the Union explained that the Union was formed because certain employees who in the busy season worked in the packing houses, thought it would be in the best interests of the City Employees to have a union. The Union having been formed, a negotiating committee met the committee of the City Council appointed for the purpose, on several occasions. A draft agreement was prepared by the Employees and the result of negotiations was that agreement was reached on all points except:—

1. Union Shop and check-off.
2. Seniority clause.
3. Holidays with pay.

A conciliation officer then met with the parties and agreement was reached on matters 2 and 3.

The benefits and necessity of a union shop and check-off were fully dealt with by the Employee Witnesses. The case for the Employer was presented by the evidence of Mayor George Alexander McKay and Alderman George W. Sutherland.

After a full consideration of the evidence and the arguments presented, this Board is of the unanimous opinion that a case for union shop and check-off has not been made out according to the relations at present existing between Employer and Employees.

The Board member, William H. Sands would, however, recommend that a maintenance membership clause be placed in the agreement and will submit a minority report with this recommendation. The other members of the Board do not agree in this.

Respectfully submitted.

J. R. ARCHIBALD,
Chairman.
JOHN GALBRAITH,
Member.

Dated at Kelowna, B.C., the 18th day of December, 1944.

Minority Report

Kelowna, B.C.,
Box 422,
December 20, 1944.

Re: Wartime Labour Relations Regulations P.C. 1003 and re the Corporation of the City of Kelowna, and certain of its employees, members of the Kelowna Civic Employees' Union, Kelowna, B.C.

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

SIR,

I cannot concur in the report of my fellow board members with regard to the above-mentioned dispute, and therefor must make a minority report.

Both the Employer and the Employees in the evidence have shown that there has not been animosity between them, and further the Negotiating Committee and the Employer have in the past negotiated on an amicable basis, but I do not consider such relationship sufficient evidence for not recommending union shop and check-off.

Evidence given shows that the Union has 76 per cent of the employees in the Union, but in view of the infancy of the Union I cannot recommend union shop and check-off, but I believe that there should be a security clause embodied in the agreement and would recommend maintenance of membership without the check-off.

There are a number of good reasons for this and among them the following, which will be quite applicable to the Union.

There would be a better spirit among the workers themselves and greater efficiency.

It would provide responsibility to those who share the benefits.

The principle of majority rule would be carried throughout, and it can only be done through a form of union security.

With the inclusion of a union security clause in the collective agreement it leaves the Union in a position to turn its attention to the problems of efficiency.

Then, if the Union is to carry out its share of responsibility, it must have authority which matches its responsibility.

In recommending the maintenance of membership clause I do so with the above thoughts in mind, and also further believe that the Union is capable of such a responsibility and proper policing of their agreement.

All of which is respectfully submitted, I remain.

Faithfully yours,

W. H. SANDS,
Board Member.

Report of Board in Dispute between Noranda Mines, Limited, Noranda, P.Q. and Local No. 688, International Union of Mine, Mill and Smelter Workers

On January 9 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Noranda Mines, Limited, Noranda, P.Q., and Local No. 688, International Union of Mine, Mill and Smelter Workers. A minority report was submitted by Mr. Guy M. Desaulniers.

The Board was under the chairmanship of His Honour Judge Chas. E. Guerin, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. Walter A. Merrill, K.C., Montreal, and Guy M. Desaulniers, also of Montreal, appointed on the nomination of the employer and employees respectively.

The text of the Board's report, and of the minority report follows:—

Report of Board

Re: Wartime Labour Relations Regulations P.C. 1003 and Noranda Mines Limited, Noranda, P.Q., and Local 688, International Union of Mine, Mill and Smelter Workers.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed herein, consisting of His Honour Judge Charles E. Guerin, Chairman; Mr. Guy Merrill Desaulniers, representing the "Employees"; and Mr. Walter A. Merrill, K.C., representing the "Employer"; after hearing the Parties on the

27th and 28th of November, 1944, and after numerous meetings for the purpose of making its recommendations, begs to report as follows.

The "Employees" were represented by Mr. David Cote and Mr. Thomas F. McGuire, and the "Employer" was represented by Mr. L. E. Beaulieu, K.C., Mr. William A. Walton and Mr. R. V. Porritt.

The Board unanimously wishes to take this opportunity of expressing its appreciation to all the parties who appeared before it, for the friendly and co-operative spirit which prevailed throughout and for the dignified and able manner in which both sides presented their case.

The matters referred to the Board to be dealt with were the following, taken in their order in the proposed Collective Labour Agreement, in regard to which the Parties are negotiating:—

1. Existing benefits
2. Maintenance of membership
3. Check-off
4. Arbitration
5. Union rights

UNANIMOUS FINDINGS

ARTICLE 3—EXISTING BENEFITS AND CANCELLATION OF EXISTING PRACTICES AND CONDITIONS

The Board is unanimously of the opinion that neither of the suggested paragraphs of the Parties in regard to this matter be included in the proposed Collective Labour Agreement, and recommends that the following Article 3 be included in the said Agreement in the place and stead of the suggestions of the Parties:—

"Article 3—Replacement of former Agreements"

This Agreement supersedes all previous Agreements relative to rates of pay, hours of work and other working conditions heretofore existing between the hourly rated employees and the Company.

The Board unanimously considers that it has no jurisdiction in regard to the question of existing benefits inasmuch as they affect labour costs which are matters within the exclusive jurisdiction of the National War Labour Board.

ARTICLE 7—ARBITRATION

The Board unanimously recommends that Article 7—Arbitration—as proposed by the Employer, be accepted, subject, however, to the replacement of Paragraph 2 thereof, so that Paragraph 2 should read as follows:—

2. Should the Arbitrator appointed by the Union and the Company fail to agree within five (5) days upon the appointment of a third Arbitrator, the Director of Industrial Relations of the Department of Labour, Canada, shall appoint a third Arbitrator.

ARTICLE 25—UNION RIGHTS

The Board is unanimously of the opinion that this Article, suggested by the "Employees", should not be included in the proposed Collective Labour Agreement, because the matter of Shift Premium, which deals with labour costs and is within the exclusive jurisdiction of the National War Labour Board, will, no doubt, be dealt with in the pending application by the Union to the National War Labour Board, and as regards Classification Adjustments, the Board is also unanimously of the opinion that this is a matter which comes within the purview of Article 6 dealing with Adjustment Grievances.

(Sgd.) C. E. GUERIN,
Chairman,
(Sgd.) WALTER A. MERRILL,
Member of the Board,
(Sgd.) GUY M. DESAULNIERS,
Member of the Board.

Majority Report

MAINTENANCE OF MEMBERSHIP AND CHECK-OFF

The majority of the Board, consisting of His Honour Judge Charles E. Guerin and Mr. Walter A. Merrill, K.C., are of the opinion that they cannot in this matter recommend the inclusion of the proposed clauses of Maintenance of Membership and Check-Off in the Collective Labour Agreement.

In order to clarify the issues, it is necessary to review the arguments of the respective parties.

The Union submits that Maintenance of Membership and Check-Off clauses in a Collective Labour Agreement are of common interest; that they result in the Union becoming stronger; and that they permit its organizers to devote more time to Union affairs, as well as permitting them to make the Collective Labour Agreement more workable and as a result obtain greater production and greater profits for the Company.

The Company, on the other hand, energetically opposes the inclusion of Maintenance of Membership and Check-off clauses in the proposed Collective Labour Agreement, which—according to the Company—are for the sole benefit and advantage of the Union.

The Company takes the position that it would not consent to accept these clauses until the Union, which has only recently become established in the Mines of Noranda and which has not yet demonstrated its utility, has proved its worth and necessity.

The Company adds that it wishes to satisfy itself as to how the Union carries on its affairs before it engages itself to dismiss its employees—who may be its most competent and key-men—on the mere demand of the Union and without knowing why these employees no longer form part of the Union or have ceased to be Members of the Union.

The Company further adds that it has no desire to include in the proposed Collective Labour Agreement sanctions to carry out decisions of the Union, in which it has no interest and to which it is not a party.

The Company admits that the Union exists in the United States and is well-established there, but it maintains that the Company has the right to establish to its own satisfaction the working of the Union at its Mine at Noranda before it binds itself to fulfil such drastic clauses, which may prove to be prejudicial to its rights.

As regards Check-off, the Company refuses to collect Union dues, which would be for the benefit of the Union only and it concludes that to collect Union dues and keep special books for the Union without being satisfied of the collaboration of the Union in the carrying out of the Collective Labour Agreement would most certainly not be to the Company's advantage.

It is admitted by the two parties that the Union has only recently been established at Noranda at the Company's Line and that it is only in process of organization.

The Chairman, His Honour Judge Charles E. Guerin, is of the opinion that Maintenance of Membership and Check-Off can only be of advantage to the Company if the Union sees to it that its members voluntarily carry out

the clauses of the Collective Labour Agreement and if the Union collaborates with the Company in securing from its employees greater effort, which would result in increased production, and, further, seeing that the Union is only in process of organization at Noranda, it is too soon to judge of the benefit which it may be to the Company.

Mr. Walter A. Merrill, K.C., is of the opinion that, under no circumstances, should Maintenance of Membership Clause be included in a Collective Labour Agreement and that only in exceptional cases where the parties are in full agreement should a Check-Off Clause be included.

The reasons advanced by the Company are convincing that it is premature to recommend the inclusion of Clauses of Maintenance of Membership and Check-Off in the proposed Collective Labour Agreement.

It is the conclusion arrived at by the Board of Conciliation in the matter of Lake Shore Mines Limited and Kirkland Mine and Mill Workers Union Local 240, which is analogous to the one submitted to this Board, and in which Professor Bora Laskin, of Toronto University, expressed himself as follows:—

While I regard the check-off as an aid to Union stability, which is important to good collective bargaining, I do not think that it should be made the means of initiating that stability, saving perhaps cases where it appears that an employer's unfair labour practices have prevented a Union from establishing itself on solid footing.

Having reached the above conclusion that Maintenance of Membership and Check-Off should not form part of the proposed Collective Labour Agreement, the majority of the Board does not consider it necessary to express its opinion as regards the legal questions raised in the very learned and able argument of Counsel for the Company.

Montreal, 27th December, 1944.

(Sgd.) C. E. GUERIN,
Chairman.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

Minority Report

In spite of my desire to agree with my two colleagues in the matter of maintenance of membership and check-off, I feel constrained, in view of their recommendations, to dissent from them and submit a minority report.

Since the requests for maintenance of membership and check-off are different and must be considered from different angles, I shall deal with them separately.

MAINTENANCE OF MEMBERSHIP

After considering the arguments brought forward by the Union and by the Company on the advisability of incorporating a maintenance of membership proviso in the collective bargaining agreement, I have reached the following conclusions:

The opposition made to such a proviso by the Company may be summarized in the three following objections:

1. That such a proviso would deprive the employees of their freedom.
2. That such a proviso is unlawful.
3. That such a proviso would, if I may say so, turn the Company into an executioner.

I

There can be no question of freedom in the present case, since the employees of the Noranda Mines Limited, members of the Union, themselves, have consented to the inclusion of such a proviso in the collective bargaining agreement, and that on the three following occasions:

- (a) When they signed their application card for membership in the Union, they thereby authorized said Union to negotiate a collective bargaining agreement on all matters pertaining to their working conditions and relations between Union and employer.
- (b) Before submitting such an agreement to the employer, the Union officers had it ratified by the members. That ratified agreement provided for a maintenance of membership proviso.
- (c) Declarations, signed by the Union members, to the effect they wanted the inclusion of a maintenance of membership provision in the collective bargaining agreement, were adduced before the Board of Conciliation.

Considering the position taken by the Union members on those three occasions, I believe that the freedom argument raised by the Company does not hold.

II

Counsel for the Company based his contention of the unlawfulness of such a proviso on the following grounds:—

- (a) Section 20, subsection 1, of Order in Council P.C. 1003 does not grant the inclusion of such a proviso in the collective bargaining agreement.
- (b) An agreement may not include a maintenance-of-membership proviso for the reason that such a proviso does not per-

tain to wages, hours of work and other working conditions.

- (c) Such a proviso is contrary to public policy because it takes from the employee his right to work.
- (d) Such a proviso is unlawful because it is a form of support given the Union by the Company, a thing which is prohibited by section 19, subsection 1, of Order in Council P.C. 1003.

(a)

According to said subsection, an employee may not, indeed, be coerced or intimidated into joining a Union or a workers' organization, but the subsection does not in any way prevent an employer from dismissing an employee for the reason that he no longer belongs to the Union, when the collective bargaining agreement includes a maintenance of membership proviso, especially when the employees, members of the Union, happen to have personally ratified said proviso.

The last line in subsection 1 of section 20 was added simply in order to allow the parties to incorporate in their agreement provisos relative to the closed shop, the Union shop or the maintenance of membership.

(b)

A collective bargaining agreement may include all kinds of provisos, as long as they do not break a law or be against public policy.

As I have mentioned in paragraph "a" of my memorandum, the section dealing with maintenance of membership is not contrary to the law.

As for the topic of public policy, I will deal with it in the following paragraph.

(c)

When we speak of the right to work, we deal with something which does not actually exist. Every individual has the right to look for work, but he cannot force anyone to employ him for the simple reason that he has a presumed right to work.

An employer may always impose his terms of employment, and he may even insist an employee become a Union member if the latter wishes to work for him.

The membership maintenance proviso is not contrary to public policy and may very well be included in a collective agreement.

(d)

When an employer, by virtue of a maintenance of membership proviso, dismisses an employee who is not a Union member, he does not support the Union in any way in so doing, but is simply acting in accordance with a

proviso of the collective agreement and, thus, he is not going against the terms of subsection 1, section 19, of Order in Council P.C. 1003.

Section 19 of Order in Council P.C. 1003 is only intended to prevent an employer from organizing his employees' trade union himself, or else controlling himself his employees' trade union with which he bargains.

III

The Company, in its memorandum, contends that a maintenance of membership proviso would make it the headman or, to use a popular expression, "the one that wields the axe."

This objection appears to be the only one to have any effect on the decision of the Chairman of our Conciliation Board.

The Chairman has thus summarized this objection of the Company:

Why should I force the Company to accept the maintenance of membership proviso when the latter refuses to do so on the ground that the Company would not profit by it? Why not ask the Government to adopt legislation which would oblige the employer to accept the union shop, the closed shop or the maintenance of membership proviso? In order to reply to this question, I am first referring to Honourable Justice Boulanger's decision, to be found at page 26 of his report in the case of United Shipyard (L.G., April, 1944, p. 481):

"I do not believe that we should discuss the necessity of adopting legislation forcing an employer to accept a security proviso, but that rather we should weigh the merits of the principle of a maintenance of membership proviso".

When we consider the merits of the principle of the maintenance of membership proviso, we find that such a proviso may be of advantage to both parties.

There is no doubt that said proviso will be advantageous to the Union; as for the employer, we should first find out if he admits the following facts:

I. Does the employer admit that the collective agreement is an excellent way to determine his relationship with his employees.

II. If the employer admits that the collective agreement is a good thing, he must see to it that it is protected and observed.

III. If the employer wishes that the collective agreement be observed, he must assist the Union in controlling its members.

IV. In order to assist the Union in controlling members who do not want to follow the terms of the agreement and who are working against the common interest, it will be

absolutely necessary that the employer do his part and assist the Union in dismissing his employees.

V. If the employer assists the Union in controlling its members, he is assured of a better co-operation and, therefore, he profits by it.

In brief, I must say that if the employer finds that the collective agreement is a good thing and that the Union is also a good thing, he must be prepared to see that his employees maintain their membership.

If Noranda Company has felt it necessary that its employees adhere to an insurance plan, even as a condition of employment and of maintenance of employment, it is because the Company believes that this insurance plan is in the common interest. The Agreement is likewise in the common interest; a Union composed of members who cannot quit it during the duration of the agreement is a good thing for the common interest.

If the Noranda Mines Company Limited lays off an employee because he no longer wishes to be a member of the insurance plan and in doing so acts against general interest, it may very well, according to the same principle, lay off an employee who no longer wants to be a member of the Union.

The maintenance-of-membership proviso was granted by several Arbitration bodies, and I may state the following cases:

- (a) The case of West Coast Shipbuilders Limited and Hamilton Bridge (Western) Limited, Vancouver, B.C. (L.G., May, 1944, p. 620.)
- (b) The case of United Shipyard Limited, Montreal. (L.G., April, 1944, p. 481.)
- (c) The case of Dominion Rubber, St. Jerome, P.Q. (L.G., May, 1944, p. 620.)

For all the above-mentioned reasons, I recommend that a maintenance-of-membership proviso be included in the Agreement.

CHECK-OFF

In this request of the Union, there is no principle involved, since the check-off system, as requested, is voluntary.

The Company has brought up two objections to this proviso:

1. That it would entail expenses and book-keeping difficulties. 2. That the Company did not want to be the collecting agent of the Union and that the rules did not permit it.

1. To the first objection, the Union replied that it was willing to pay the expenses in connection with the check-off and, as far as book-keeping is concerned, it would be easy for the Company to make such deductions since it was already doing so in several other cases.

2. To the second objection, the Union replied that the check-off was absolutely voluntary and requested by the members in each case; consequently, the Company cannot consider itself a collecting agent when the employees themselves require the Company to make the deductions, and not the Union. It is true that the law forbids a company to finance in any way a union or association of employees, but the law does not forbid the employer at the request of his employees to deduct from their wages their fees to an independent labour organization which is in no way governed by the employer. By its refusal, the Noranda Mines Company Limited shows that it does not wish to co-operate fully with the Union and that it refuses to give the Union the least encouragement. Not considering the arguments of the Company as well-founded, and believing that the establishment of a check-off system by the Company would bring relief to the officials of the said Union and would permit them to deal more fully with other problems of common interest to the Company and the employees, I recommend the inclusion in the collective agreement of a maintenance-of-membership proviso.

In conclusion, I would like to submit a few general remarks which, in my opinion, are of great importance and which, if followed, could result in more effective application of the principles set forth in the official labour legislation.

It is obvious that the members of a conciliation board, after hearing the parties and before stating their recommendations, should consider the state of mind of those before them. If the Union and the employer both show that they are sincere and willing to co-operate, the members of the board should see that they are both protected in their recommendations.

If one party shows, even indirectly, that it does not wish to co-operate fully and truly, it is the duty of the board to protect the other party. If an employer is in favour of the union and of the collective labour agreement system, he cannot be against a maintenance of membership and voluntary check-off proviso.

On the other hand, if an employer does not favour the union or the principle of collective labour agreement and accepts them only because he is forced to do so by an Act, then in such a case the members of the board should take upon themselves to protect the labour organization and the principle of the collective labour agreement, universally recognized, by suggestions permitted by legislation and guaranteeing labour unions their security and stability.

Montreal, December 30, 1944.

(Sgd.) G. M. DESAULNIERS.

Report of Board in Dispute between Defence Industries, Limited, Ajax, Ont., and Local 521, United Electrical, Radio and Machine Workers of America

On January 10 the Minister of Labour received the unanimous Report of the Board of Conciliation which dealt with a dispute between Defence Industries, Limited, Ajax, Ont., and Local 521, United Electrical, Radio and Machine Workers of America.

The Board was under the chairmanship of the Hon. Mr. Justice A. W. Greene, Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Mr. Gerald H. Brown, Ottawa, and Miss Idele Wilson of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations P.C. 1003, and in the matter of Defence Industries Limited, Ajax, Ontario (Employer) and United Electrical, Radio and Machine Workers of America, Local 521 (Employees).

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The Board of Conciliation appointed by you in connection with the above dispute begs to submit its report as follows:—

The Board held eight sittings in all; seven at Toronto and one at Ajax, Ontario, in an examination of the plant.

The Union was represented by George Harris, Secretary-Treasurer of District 5; and by W. R. Cambers, President of Local 521.

The Company was represented by E. G. Taylor and H. J. Clawson, of the Employee Relations Department of Defence Industries, Limited, Montreal; also by J. D. Wright and A. Russell from the staff of the Ajax plant.

The Board is pleased to report unanimously that an amicable agreement was reached between the parties on the points at issue.

As the meetings with the representatives of both parties were only concluded yesterday, the 5th inst., there has been no opportunity to complete a formal agreement. However, memos covering all the points in dispute have been approved by all parties so that the Board anticipates no difficulty in the completion of the formal document.

Toronto, Ont., January 6, 1945.

(Sgd.) AINSLIE W. GREENE,
Chairman.
(Sgd.) GERALD H. BROWN,
Member.
(Sgd.) IDELE WILSON,
Member.

Report of Board in Dispute between the Vancouver News-Herald and the Vancouver Newspaper Guild, Local No. 2.

On January 13 the Minister of Labour received the Supplementary Report of the Board of Conciliation which dealt with a dispute between the Vancouver News-Herald, and the Vancouver Newspaper Guild, Local No. 2. An earlier Report was published in the LABOUR GAZETTE, October, 1944, p. 1236.

The Board was under the chairmanship of Mr. J. H. Harman of Victoria, B.C., appointed by the Minister on the joint recommendation of the other two members; and Messrs. W. S. Owen of Vancouver and H. W. Herridge, M.L.A., of Trail, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Supplementary Report

Since the original report herein dated September 14, 1944, the following developments have occurred, namely:—

1. The representatives of the Employees approached the Provincial Minister of Labour

with a request that the Board reconvene to hear the matters in dispute on the basis of the ruling of the Board made September 13 and appearing on page 1 of the transcript of evidence attached to the September 14 report.

2. After consultation between the Provincial and Dominion authorities the Chairman received the following wire from M. M. Maclean, Director of Industrial Relations:—

Re Board of Conciliation Vancouver News-Herald stop Minister of Labour has agreed that Board should reconvene and resume its inquiry.

3. Pursuant to this wire the Board held preliminary meetings before the expiry of the life of the Board on September 30. The life of the Board had been extended to this date by agreement of all concerned before any formal hearings of taking of evidence were commenced.

On this occasion the Employer was represented by Mr. Stultz, of the office of Farris & Company.

By agreement the week of October 23 was set for the formal hearings and the life of the Board further extended by agreement.

4. Shortly after the Board commenced its hearings on October 23, Senator Farris for the Employer, took the stand that the Board was without authority to proceed as the report of September 14 was a final report and ended the Board's duties.

The majority of the Board ruled that the Board would have authority to proceed if the Minister directed the Board to clarify and amplify its report of September 14.

The Board was of the opinion that the wire of September 22nd set out in paragraph No. 2, was not in itself sufficient to authorize the Board to proceed.

As a result, the following telegram was sent:—

Vancouver, B.C., Oct. 23, 1944.

Rush

M. M. MACLEAN,
Chief Executive Officer,
Director Industrial Relations,
Parliament Buildings or Private Residence,
Ottawa, Canada.

Reference News Herald your wire September twenty-seventh and letter twenty-eighth, stop Board reconvened to-day pursuant to above as per my letter September twenty-eighth stop Employer contends jurisdiction Board to hear evidence ended with report to Minister September Fourteenth stop Majority of Board being Chairman and Herridge ruled Board should adjourn to October twenty-fourth ten thirty to enable Minister give direction to Board pursuant Section thirty-one subsection nineteen to clarify and amplify statement in report quote unable to make recommendation on merits of matter referred to it unquote stop And direction to call such further evidence as may be necessary this end stop Direction of Minister should contain indemnification members of Board against costs of possible injunction or other proceedings stop Owen contends life and authority of Board ended at date report passed to parties namely September twenty-second stop Rush reply undersigned Hotel Vancouver.

J. H. Harman,
Chairman.

The Board adjourned from day to day awaiting reply from the Minister.

On the morning of October 24 no reply had been received from the Minister, and before adjourning, the Board invited the parties to attend informal and private meetings for members of the Board with a view to reaching settlement of the dispute. This invitation was refused by the Employer. The Board then adjourned until 2.30.

At the time of the afternoon session no reply had been received from the Minister, but the Employer indicated willingness to re-open negotiations direct with the then existing duly appointed Bargaining representatives

of the Employees. The Employer stated that it had no opportunity of meeting the new Bargaining representatives. The former Bargaining representatives of the Employees had left the service of the News-Herald Company. It is the understanding of the Board that one of these persons was discharged, and that the other had left in order to obtain a more advantageous position with an Advertising Company.

The Board then adjourned until October 25, after making arrangements for a private meeting with the representatives of the parties in order to ascertain whether the proposed renewal negotiations had been successful or otherwise.

On the morning of the 25th the parties informed the Board that an agreement had been reached on a proposed contract except in respect of the question of compulsory Guild membership and a minor question in respect of differences over adjustments for overtime pay.

The Bargaining representative of the Employees stated that he personally was willing to waive the compulsory Guild membership provisions, but before so doing he desired to consult with the persons who had appointed him.

The Employer took the stand that as only approximately sixty (60%) per cent of the Employees concerned were Guild members, all Employees should be consulted by the Bargaining representative.

After consultation, the Board advised the Bargaining representative that it was a matter of his own discretion as to whom, if anybody, he consulted. The Chairman and Mr. Owen are of the opinion that the Bargaining Agent was informed that the members of the Board were all of the opinion that having regard to the existing circumstances, all Employees affected should be consulted.

Mr. Herridge is of the opinion that the Board's unanimous recommendation was that the Guild make arrangements to consult all Employees affected.

A short public session was then held at which the proposed agreement to be submitted to the Employees was filed as Exhibit 9, and the parties instructed to notify the Chairman as to whether or not the agreement had been ratified by or on behalf of the Employees.

The Chairman was eventually advised that an agreement had been reached, and later a duplicate executed copy thereof was received by the Chairman.

The executed duplicate copy in question was passed to the Chairman by the Employer as

the result of letters from the Chairman addressed to both the Employer and to the Bargaining representative of the employees.

A copy of the agreement in question is attached to this report.

The Board takes pleasure in announcing that the dispute in respect of which it was

appointed a Board of Conciliation has been ended.

Dated the 5th day of January, A.D. 1945.

(Sgd.) HERBERT W. HERRIDGE,

(Sgd.) W. S. OWEN,

(Sgd.) J. H. HARMAN,

Chairman.

Report of Board in Dispute between the Various Employers, Members of Okanagan Federated Shippers' Association, Vancouver, B.C., and the Fruit and Vegetable Workers' Union, Locals 1, 3, 4, 5, 6, 7, and 8

On January 25 the Minister of Labour received the unanimous report of the Board of Conciliation which dealt with a dispute between the various employers, members of the Okanagan Federated Shippers' Association, Vancouver, B.C., and the Fruit and Vegetable Workers' Union, Locals 1, 3, 4, 5, 6, 7, and 8. A minority report was submitted by Mr. Bernard G. Webber.

The Board was under the chairmanship of Mr. F. M. Clement, Vancouver, B.C., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. W. E. Haskins, also of Vancouver, appointed on the nomination of the employing company; and Mr. Bernard Webber, M.L.A., of Penticton, appointed on the nomination of the employees concerned.

The text of the Board's report and of the minority report follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and Various Employers, Members of the Okanagan Federated Shippers' Association, and the Fruit and Vegetable Workers' Union, Locals 1, 3, 4, 5, 6, 7, and 8.

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

Dear Sir:

The sittings of this Board were held in the Court Room at Kelowna, B.C., from November 14 to 19 and December 11 to 15, 1944, and in Vancouver, B.C., on certain days between January 9, and 17, 1945.

His Honour Judge A. M. Harper was originally appointed Chairman of this Board on October 6, 1944, but owing to the pressure of official duties occasioned by his elevation to the Supreme Court of British Columbia found it necessary to resign. The present Chairman was appointed on October 19, 1944.

In the statement made in the application for the Board the nature of the cause of the dispute was stated to be: "The parties were unable to agree on the Union Shop and Checkoff provision" in the proposed agreement. This was the only point in dispute. Two agreements have been signed on previous occasions. The first was dated June 26, 1942, and the second June 15, 1943. The latter was to run for one year and was subject to the usual terms and conditions of amendment.

The employers were represented by Mr. Walter Owen, Lawyer, of Vancouver, and Mr. Daniel O'Brien, Regional Director, Canadian Congress of Labour, Vancouver, represented the employees.

A careful record has been kept of all evidence submitted.

The packing firms, and consequently the union membership, in the dispute are spread over one hundred and fifty miles of territory. In this area there are twenty-eight packing firms. These operate one or more houses each, making a total of forty packing houses in all. Sixteen out of twenty-eight separate packing firms have been organized and in them the Union certified as the bargaining agency. The balance, twelve in number, have not been organized or certified. The twelve that are unorganized are also part of the general economic set-up in the Valley.

One basic wage prevails over the whole area (See Exhibit No. 17, Regional War Labour Board Findings ABC 4494 and ABC 4828-4840).

The case of the employees was ably presented and was based mainly on the following general points:

1. That the growers themselves have a strong collective bargaining agency in British Columbia Tree Fruits Limited, an incorporated body set up by the growers themselves acting through the British Columbia Fruit Growers Association.

2. That over a long period of time, as recorded in official documents (Duncan Report, McGregor Report, Harper Report), there has been some coercion of a minority of fruit growers by a strong majority in order to bring them into line with the organization and marketing

plans of the majority to the advantage of the industry as a whole.

3. That the growers, packers and sales agency operate under a very strong and binding contract (Exhibit No. 9) which in effect gives the sales agency control of all sales of fruit from the Valley. That is, all fruit sold from the Valley is sold through one agency.

That it is the desire of the Union to co-operate with the employees and generally strengthen the position of the two groups, employers and employees, working in harmony within the framework of an agreement containing the standard Union shop and check-off clauses; and further to strengthen the position of the growers by winning the support of the Union in requests for suitable marketing legislation.

5. As is the case with the growers, so it should be with the workers: i.e., no small minority should be permitted to enjoy the advantages and privileges of strong organization without paying their share of the cost and accepting their share of responsibility.

The case for the employers was based mainly on the following general points:

1. There is no dispute with the Union or with its members individually. The place and value of the Union are recognized. The employees have a perfect right to organize as they please. That is their business.

2. The employees should not expect the employers to assist in organizing the worker and by the acceptance of the union shop principle thereby coerce certain employees who do not wish to belong to the Union. Coercion is a matter for the Government, not for the employers.

3. Only a part of the Valley is organized, and consequently the union houses might be at a decided disadvantage with regard to the supply of labour.

4. Under the War Measures Act, British Columbia Tree Fruits Limited is operating as a sales agency for all apples sold from the Valley (Order in Council making regulations with respect to the British Columbia Fruit Board, P.C. 7060—Exhibit No. 13). This order has been renewed each year since the outbreak of war and may or may not be renewed next year. There is no comparable peacetime legislation.

5. The British Columbia Tree Fruits Limited is operating as the agency for all other fruits under a three-party agreement.

6. The Three-party Contract (Exhibit No. 9) is entirely voluntary. The growers as a whole feel that the contract is to their advantage and sign it. There is no coercion.

7. That the general set up (Exhibit No. 12) is voluntary. Membership in the British Columbia Fruit Growers Association is voluntary.

8. There is no check-off for the membership, but rather the British Columbia Fruit Growers Association is financed by a lump sum grant from British Columbia Tree Fruits Limited.

The evidence indicated that at the peak of the season this year there were 3,656 non-permanent employees in all the houses in the Valley. Of this number, 2,195 were employed in the certified houses. At the same time, there were 183 permanent employees, of whom 111 were in certified houses.

The total numbers of permanent and non-permanent employees belonging to the Union were not disclosed. This number would vary from week to week. In some houses the Union membership was as high as one hundred per cent.

Also, the labour turnover is relatively high. The peak number at any one time this year in a house that is believed to be fairly representative was 186, while the number of names of different employees appearing on the books was 378.

It is admitted by all that many employees are temporary and transitory. Some are high school boys and girls and other bright though less responsible people who wish to earn a little additional money or for patriotic reasons to help out in an emergency.

What might be termed "seasonal" employees are a more responsible type of people. Many local residents, housewives, farmers' sons and daughters, restaurant workers, and others have worked in the packing houses for some years and are at least very competent, if not expert workers.

The time or period of employment of seasonal workers varies materially. An experienced, competent packer, who was a witness, worked 109 days. Some seasonal employees may have worked longer than this. Others would work a much shorter time. There were ten packers in this house, six of whom were housewives, two were girls who generally worked in restaurants. There was no information about the occupations of either of the other two girls. This may be considered fairly typical. One witness earned \$487 last year. This could be more or less than others earned, but was a general figure for that kind of worker. The time worked and the amount earned, coupled with the fact as indicated by the evidence that many of these people are housewives and many others are employed in different occupations throughout the remainder of the year, raises the question as to whether or not money earned from packing houses employment is the main income or simply supplementary to a more substantial family or individual income. Undoubtedly in the majority of cases, although very important, it is supplementary income, and the employment is supplementary employment.

Most of these seasonal workers are resident in the fruit producing area and have an interest in the welfare of the community.

The other type of employee previously referred to is the one who is still less dependent on this type of income and should perhaps be considered temporary or transient. Sometimes he or she works to earn "pin" money and sometimes for diversion or for patriotic reasons.

Consequently the question is raised with regard to placing a share of the responsibility for the welfare of the industry (and the Union) in the hands of persons who have so little definite interest in the industry as a whole.

Under the general set-up, the fruit is sold, all charges and expenses paid, and what is left over is paid back to the growers from a series of pools based on the quantities, varieties, and qualities produced by each grower. The grower gets what is left, and this fluctuates materially from year to year.

There is a feeling of uneasiness in the minds of the growers with regard to future prices, since at the present time insofar as apples are concerned they are operating under the War Measures Act. They have confidence in the effectiveness of the Three-party Contract but are asking for special federal marketing legislation, i.e., legislation of a type that would tend to preserve the present set-up. This may or may not be forthcoming.

While there is no dispute with regard to wages and the matter of wages was not (and could not be) referred to this Board, it should be pointed out that wage increases over a period of years have been substantial and steady (Exhibit No. 32). A single example is found in unwrapped apples and pears, where the rate has been voluntarily increased from 3½c per box in 1935, to 4c per box in 1938, to 4½c per box in 1940, to 5½c per box in 1944. The rate was increased to 5c, 5½c, and 6½c per box in 1944 by direction of a Regional Labour Board, the latter rates depending on the number of apples in the box. This illustration is used only to indicate the consistency of the upward trend in wages.

On the other hand, there has been a marked variation in returns per box to the grower. Reference is made in particular to page 62, Second Section of the Transcript:—

A. I shall take these same years, 1936 to 1943. Average Price Received is the average of all varieties and grades marketed in that year.

Year	Average Price Received	Cost per Package	Difference cents
1936	·5416	·3046	23·70
1937	·50	·431	6·9
1938	·4417	·3958	4·59
1939	·5196	·4438	7·58
1940	·53	·504	2·6
1941	·9875	1·248	26·05
1942	·959	·477	48·2
1943	1·596	·781	81·5

I might say, Mr. Chairman, that in these costs of production I have not included any interest on investment. These figures are simply for my own information, and I suppose for reasons of my own I do not include interest on the investment in these costs.

The Chairman: Do they include the wages of management?

A. No return for myself of any kind whatever.

Mr. Haskins: No allowance for supervision?

A. No allowance for supervision and no interest on investment, only I include allowance for depreciation.

(NOTE: The column headed "Difference" above is not taken from the Transcript.)

Again this is used for purposes of illustration only and to indicate the absence of consistency in trend of price per box to the grower.

Exhibit No. 25 indicates the price variation in McIntosh apples Medium Fancy from as high as \$2.00 to as low as 85c per packed box f.o.b. shipping point over a ten-year period. Or, in other words, there is a profit in some years and no profit in other years.

The representatives of the packing industry feel that they have been fair and reasonable and have gone far enough in meeting the wishes of the most trusted employees. They also admit and recognize a fair, constructive attitude on the part of the present leadership in the Union, but cannot be assured with regard to future leadership.

Mr. G. A. Barret summed up the situation for the packers in these words: "They do fear what might happen in an industry like this where only a small portion of the employees are on full time and such a very great number needed at peak seasons. They fear what might happen if they could not take on anyone who might apply, regardless of their leanings towards or against Unions." (Transcript, Second Section, Page 84) (The ratio of permanent to seasonal and temporary employees is about one to twenty.)

Mr. O'Brien summed up in part in these words: "I do ask you to bear in mind and to see our point that Maintenance of Membership would be a useless thing—no use to us at all. We should have to refuse to accept it, even if the employer offered it to us without a Board, because it does nothing, in our opinion, in an industry such as this, but day-nurse a minority . . . to wiggle their fingers to the others and say: 'You go ahead and keep on making the bread, and we will eat it'."

The Board has tried to reach a compromise solution, but at the end of the discussions was unable to do so. Consequently, under the circumstances there seems to be no alternative other than to recommend that the present amicable relations between the Union and the packing houses be continued and that the proposed agreement (Exhibit No. 14) be executed after deleting all that part, Section 2, Article 3, i.e., the section that has to do with union shop and check-off.

A minority report is being presented by the representative of the employees.

Respectfully submitted,

(Sgd.) W. E. HASKINS,
Member of the Board.

(Sgd.) F. M. CLEMENT,
Chairman.

Minority Report

Re: Wartime Labour Relations Regulations, P.C. 1003, and Various Employers, Members of the Okanagan Federated Shippers' Association and the Fruit and Vegetable Workers' Union, Locals 1, 3, 4, 5, 7, 8.

I find it necessary to dissent from the majority award of the Conciliation Board which justifies the open shop agreements hitherto prevailing in 16 fruit packing houses of the Okanagan Valley. The employees applied for a Conciliation Board on the issue of union shop and check-off.

Certain facts have to be kept in mind in consideration of this dispute.

- (a) The trade union is certified in 16 of the 28 fruit packing houses in the Okanagan Valley. Of these 16, 12 are co-operatives.
- (b) The fruit packing industry is a highly seasonal one with a vast differential between slack season employment and peak employment. Permanent employees of the 28 fruit packing houses of the Okanagan Valley are listed at 184, while in the peak season, 3,696 approximately, are employed.
- (c) A large number of transient and occasional workers, including high school students, shop workers, migratory workers, are employed for relatively brief periods in the industry and cannot be said to have a permanent stake in the industry.
- (d) Prior to the war particularly, seasonal workers in many cases had to earn sufficient income in the relatively short and intense packing period to suffice the year. This meant that mothers, fathers, and older sons and daughters had to work in the industry to build up an income that was rarely sufficient to allow a satisfactory standard of living.
- (e) Because the growers had no assurance that the price they received for their fruit would even meet the cost of production, packing and associated orchard costs were necessarily kept down with the result that wages in the fruit packing industry were relatively low.
- (f) The fruit growers of the Okanagan Valley have, through their co-operative

endeavour, established a central selling agency, B.C. Tree Fruits Limited, (wholly grower-owned and controlled) in an attempt to assure equitable prices for their products. This organization has been conspicuously successful since its inception in 1939 particularly under the protection of the War Measures Act which requires that all apples grown in the area served by B.C. Tree Fruits be sold through its central agency in Kelowna. Prices have also been good due in no small degree to the increased purchasing power available under war conditions. However, when the war ends and the War Measures Act ceases to be effective, and unless further legislation is enacted, there will be no legislative authority to compel selling through the central grower controlled and owned agency. The growers practically unanimously desire such legislation.

Having regard to these facts, the argument of the union on the necessity of union shop was substantially as follows:—

- 1) It was pointed out that the union was seeking union security through collective bargaining with the employers in like manner to the way in which the growers have sought to stabilize their industry through legislation enforcing central selling.
- 2) Union security was necessary in order to establish wages and working conditions on a fair basis in the fruit packing industry.
- 3) With union security achieved, the union would be able to direct its energies toward greater labour-management co-operation in the interests of the industry at large. Now it is required to concentrate on obtaining union security.
- 4) The fact was stressed that under the open shop agreement the union was required to observe its commitments under the contract without having control over the minority of workers in the 16 plants involved who were not members of the union. The union argued that it was to the interest of the industry to have the union in a position to fulfil its responsibilities adequately.
- 5) It was argued that union shop would facilitate the settlement of grievances.
- 6) This principle was stressed. That the minority unorganized in a certified house were protected under the umbrella held by those in the union, and accepted improved wages and working conditions obtained by the union without contributing to the support of the union.

The representatives of the employers argued substantially that union shop was not practicable in an industry with such an extreme turnover of labour; that in these days of labour shortages key men who were irreplaceable might leave their jobs if forced to join the union; that the Canadian Congress of Labour was in politics and men should not be forced to join a union which might subscribe to a political party in which they did not believe; that it was undemocratic to force a man to join a union; that the check-off would entail an unjustifiable burden on already overworked office staffs; that conditions between workers and management in the industry had always been harmonious and there was no need for a union shop; that 12 of the valley packing houses were unorganized; that union shop would lead to abuses by the union; that wages should not be artificially pegged when the price of the product was so variable; that there was no analogy between the endeavours of the union and that of the growers; that the employer did not believe it was incumbent upon him to aid the union to consolidate its position.

In reference to these objections the most tenable one to me is in regard to the seasonal character of the industry, and to the fact that so many transient workers have no stake in the industry.

It does not seem reasonable that a key man would leave his job solely because he had to join the union. On the contrary, if real conciliation is not achieved it is likely that the union membership in the 16 packing houses may be dissatisfied.

I cannot believe that check-off would involve the additional burden claimed; nor that union shop would necessarily lead to the abuses suggested. The Canadian Congress of Labour has recently disavowed any official political affiliation.

The union gave assurances to the Conciliation Board that it would be prepared to negotiate wage adjustments in line with any declining prices for fruit. It is not likely that it would wantonly jeopardize the source of income of its members.

I cannot accept the argument that it is undemocratic to require a man to join the union certified in his place of employment, especially when that man has accepted without misgivings the benefits the union has achieved. Democracy does not mean that everyone shall do as he pleases. While the minority has the right to voice its objections, democracy often requires that in the interests of the general welfare as democratically determined the minority be required to conform.

There is a distinct though by no means complete analogy between the demands of the workers and the endeavours of the growers through their collective bargaining to protect their livelihood. In this particular the analogy is true. Under existing circumstances all apple growers in the area are compelled to sell through B.C. Tree Fruits Limited. B.C. Tree Fruits Limited obtains its working capital through a per packed box levy on the fruit it handles. Out of the funds so raised it makes a grant to the growers' organization British Columbia Fruit Growers' Association to defray its cost of operation. This can be likened in general terms to a compulsory check-off on all apple growers and on the growers of other fruits who ship without exception through B.C. Tree Fruits Limited. While a grower shipping through the agency is not compelled to belong to the growers' organization, he nevertheless contributes indirectly but tangibly to the upkeep of it. I am in complete accord with that principle and believe in extending it to the union.

It is not at all indisputable that relations between the workers and management have always been harmonious. Unions come into existence when the workers demand them to rectify abuses which they believe to exist. The fact that the union has been certified in 16 of the 28 houses since it entered the Okanagan Valley in 1942 attests to the fact that it fulfilled a need felt by the workers. Moreover the sessions of the conciliation board itself, the very fact that a conciliation board was necessary, indicates that complete harmony does not exist.

It would appear to be true that negotiations have always been conducted with commendable good will. That is indicative of the reasonable character not only of the shippers concerned, but of the representatives of the Union. In the three years that the union has been in existence it has proven its concern for the welfare of the industry as a whole. On their part, the shippers have not, according to the evidence, discriminated against union members, nor are they opposed to the existence and recognition of the union. I feel however that the employers have not sufficiently appreciated the advantage which a strong and well disciplined union can be to the orderly and efficient operation of their plants.

I am prepared to take cognizance of the seasonal nature of the industry concerned. It does not appear that a case has been made for the inclusion of transient workers in a union shop agreement. However I most definitely am of the opinion that permanent and seasonal workers who work upward of

30 days per year in the industry, and do so from year to year, are entitled to union shop and check off. It may be pointed out that union shop contracts have operated satisfactorily in the seasonal fruit packing industry of the United States.

At the same time as I advocate union shop and check-off clauses in the agreement to cover permanent and seasonal employees of the character defined, I feel that as evidence of their good faith, and in recognition of obtaining these clauses, the union should be prepared to accept a no strike, no walkout or slowdown clause in the agreement. To com-

plete the picture, the employers should subscribe to a no-lockout clause.

While I regret exceedingly that common ground has not been found in these conciliation proceedings, I wish to commend the integrity and restraint of all witnesses before the Board, and the orderly and efficient manner in which the business of the Board was despatched.

Dated at Penticton, 19th January, 1945, and respectfully submitted.

(Sgd.) BERNARD G. WEBBER,
Member.

Conciliation Work of the Industrial Relations Branch during January, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

DURING the month of January, officers of the Industrial Relations Branch were called upon to handle 28 industrial disputes or controversial situations involving 19,816 work-people employed in 24 different establishments. Of these 20 were new disputes which originated during the month, while 8 were situations which had been un-terminated as of December 31, and received further attention in January. They were dealt with under the provisions of the Conciliation and Labour Act, being distinct from, and in addition to Conciliation proceedings under the Wartime Labour Relations Regulations described on previous pages, and under Order in Council P.C. 4020.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING AND SMELTING, ETC.:

Coal Mining	5
Metal Mining	1

MANUFACTURING:	
Vegetable Foods	1
Metal Products	12
Fur and Leather and other animal products	1
Textiles, Clothing Products, etc.	1
Wood Products, Miscellaneous	1
Rubber Products	2
TRANSPORTATION	
Electric Railways and Local Bus Lines..	2
Miscellaneous	2
TRADE	1
NATURE OF DISPUTE OR SITUATION	
Strike or Lockout	8
Threatened strike	1
Controversies	7
Arbitrations	3
Requests for services of Commissioners ..	9
PREDOMINANT CAUSE OR OBJECT	
Increase in wages	4
Decrease in wages	1
Other causes affecting wages and working conditions	2
Discharge of workers for union membership or activity	9
To secure or maintain union wages and working conditions	1
Other union Questions	1
Discharge of workers for other than union activity	4
Employment of particular persons	1
Unclassified	5
DISPOSITION	
Strike terminated by mediation or other Departmental action	5
Controversy terminated by mediation, etc.	2
Decision rendered in arbitration	2
I.D.I.C. appointed under P.C. 4020	5
Dispute lapsed; no further action necessary	3
Referred to Provincial authorities.....	5
Other Disposition	1
Disposition Pending	5
RESULTS:	
In favour of employees	4
In favour of employer	8
Compromise or partially successful	3
Indefinite or un-terminated	8
Not known	5

METHOD OF SETTLEMENT:

Conciliation or mediation	13
Arbitration	2
Administrative action	4
Investigation Only	3
Settlement Pending	6

Brief summaries of a few of the cases of chief interest are given below:

Street Railway Workers, Vancouver, Victoria and New Westminster, B.C.—Transportation on street railway and motor bus routes was completely tied up for ten days during January in three major Pacific Coast cities. In a strike for increased wage rates, work was stopped on January 9, by some 2,454 urban employees of the British Columbia Electric Co. Ltd., of whom 1,919 were situated in Vancouver, 350 in New Westminster and 185 in Victoria, B.C. The men were members of local unions of the Amalgamated Association of Street Electric Railway Operators and Motor Coach Employees of America.

Prior to the strike an application had been made by the Union to the Regional War Labour Board of British Columbia for increases in wage rates ranging from 12½ to 29 cents per hour. The Regional Board declined to allow the increases requested on the ground that gross inequalities or injustices did not exist. However, it directed a general increase of 4½ cents per hour under a permissive provision of the Wartime Wages Control Order which allows increases not having the effect of increasing weekly rates payable in August, 1939, by more than the amount of the appropriate cost-of-living bonus.

The Union appealed to the National War Labour Board against the Regional Board's decision and the Company made a counter appeal. At the request of the Union the case was heard on November 8, 1944. It was understood that although the hearing was being given precedence, decisions in cases pending would have to be handed down in order of priority. On December 27, union members voted to strike if decision of the National Board were not made by a certain date. However, the Board's decision had been reached on the 27th, and reasons for decision were sent to the parties by airmail on December 29.

The decision of the National Board was that the Union had not used a correct basis of comparison in claiming that the original increases requested were necessary to rectify gross inequalities and injustices as revealed by a comparison of street railway wage rates with those of other industries in the area of Vancouver. At the same time the National Board found that the Regional Board, in awarding a general increase of 4½ cents per hour, did not apply the proper principle. On the evidence and

under the formula contained in the Wages Control Order, the National Board felt itself compelled to allow the cross appeal of the Company and deny any general increase.

Notice was immediately issued by the Union that a strike would occur on January 9, 1945. The Union also wired the National War Labour Board for a review of the case. Two days later it again asked for a review, stating that additional evidence was following by airmail. The Chairman of the National Board replied that the application for a review would be considered by the Board upon the receipt by it of the additional evidence promised. On January 5 the head of the Union's Joint Advisory Committee advised the Board that after reviewing the evidence already submitted, it was found impossible to add to what had already been adduced.

On January 6, the parties agreed to meet and try to work out a new formula for presentation to the Regional War Labour Board. On January 7, the Company management, subject to approval by the Regional Board, made a formal offer to the Union which included, among other things, an undertaking to apply the Regional Board's 4½-cent award retroactive to March 1, 1944; to increase by 8 cents per hour all trackmen and skilled mechanics; and to grant certain other concessions, in return for a 3-year agreement. The Union offered a 2-year agreement and held out for a new joint application to the Regional Board for a general increase of 6 cents per hour.

Following a referendum on the question of accepting the Company's offer, the employees went on strike at 4 a.m. on January 9, by a vote of 1,889 to 150. In spite of a complete tie-up of urban operations and of an interurban line from Vancouver to New Westminster, most important war industries were able to keep operating under special transportation arrangements with attendance varying from 90 per cent of normal to full attendance. Other important industries reported attendance from 75 per cent upwards. On the third day of the strike, operations on a suburban line from Vancouver to Lulu Island were discontinued because of alleged picketing. They were resumed later the same day, and with other lines on which the operators were members of the railroad Brotherhoods, suffered no further interruptions. As the strike progressed a large number of schools had to close down owing to the inability of teachers to attend. Retail trade fell off but, generally speaking, only inconvenience was suffered by the public. The entire stoppage was thoroughly orderly.

In the interval between January 2 and the occurrence of the strike, the situation received

close attention by the Department of Labour. Mr. F. E. Harrison, Western Representative of the Department, aided by Mr. G. R. Currie, Industrial Relations Officer, kept in constant touch with the parties locally, and officials of the Department in Ottawa gave unremitting attention to developments. On January 13 the International Headquarters of the Union sent an Executive Board member to Vancouver to assist in reaching an early settlement.

Numerous separate and joint conferences of the parties were held in the local offices of the Department of Labour. On the evening of January 16, with the approval of the Honourable the Minister of Labour and the Deputy Minister, a proposal was put by Mr. F. E. Harrison to the Joint Advisory Committee of the Union that the employees should immediately return to work and make a new application to the Regional War Labour Board for British Columbia for approval of adjustments in wage rates affecting certain classes of labour, to which the Company had already agreed on January 7, and for approval of an increase in the basic wage rate of 6 cents per hour. The Joint Advisory Committee agreed to recommend acceptance of the proposal by the employees.

It was made very clear by officials of the Department of Labour, both in Ottawa and Vancouver, that the Company had entered into no undertaking not to make representations opposing any increase over 4½ cents per hour, and that there was no understanding, secret or otherwise, with the Regional Board which would in any way restrict the freedom of that body in coming to its decision. On instructions from Ottawa, Mr. Harrison on January 17 pointed out in a formal memorandum to the Joint Advisory Committee that it was their duty to make it clear to the employees that no such commitments had been made. By statements at a meeting of the employees, and otherwise, Union leaders carried out the suggestion conveyed by Mr. Harrison, while submitting the formula proposed for a termination of the strike. A ballot was then conducted with the result that the employees voted to return to work by a majority of 1,768 to 262. Operations were resumed by the men on the morning of January 19.

A new application to the Regional War Labour Board was then made by the Union on January 24. Opposition was voiced by the management of the Company to the request for a 6-cent general increase and a proposal that all of the Union's requests should be conditional upon the negotiation of a 2-year agreement as from March 1, 1944.

The decision of the Regional Board on the new application directed the Company to increase the wage rates of all employees affected by the application by 4½ cents per hour retroactive to March 1, 1944, to rectify certain inequalities and injustices, having in mind the employees' increased responsibilities. In addition, it granted trackmen and certain employees in skilled trades increases of 8 cents per hour, of which 4½ cents would be retroactive and the balance payable as from March 1, 1945. Other minor revisions were also granted.

The Union then applied for a review of the case by the Regional Board, but their request was denied. At the time this issue of the *LABOUR GAZETTE* went to press, it was reported that the Union had decided against a further appeal to the National War Labour Board.

Grain Elevator Employees, Port Arthur, Ont.—In the December issue of the *LABOUR GAZETTE* reference was made (page 1509) to the appointment of His Honour Judge W. J. Lindal, of Winnipeg, Man., as an Industrial Disputes Inquiry Commissioner to investigate charges made by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees that two workmen were dismissed by the Reliance Grain Company Limited of Port Arthur, because of union membership and activity. In a comprehensive report made to the Minister of Labour during January, the Commissioner found that, while the Company was antagonistic to its employees becoming members of a union and had resisted such a development as long as it could, the charges against the Company had not been substantiated. Membership in the union was not an inducing element leading to the dismissal of the two men. They had refused to take the initiative on request of a Company official in repairing a serious breakdown of machinery in the elevator. In refusing they were not only responsible for delay which entailed heavy loss, but were actually breaking the rules of their own union with regard to overtime repair work in cases of emergency.

Metal Products Workers, Hamilton, Ont.—Early in December, the Department received a complaint from the International Association of Machinists that Remington Rand Limited had discriminated against an employee in dismissing her from its Hamilton plant after 9 years of service. The union was referred to the Ontario Department of Labour as the authority having jurisdiction. An investigation was conducted by Mr. J. Hutcheon of the Provincial Conciliation Service, following which the Chief Conciliation Officer for Ontario approved a recommendation to the Federal Minister of Labour for the appointment of an In-

dustrial Disputes Inquiry Commissioner. His Honour Judge W. T. Robb, of Orangeville, was appointed as Commissioner and heard evidence in the case on July 11. After the hearing the Commissioner suggested that the parties get together to dispose of the matter, and a mutually satisfactory settlement was reached under which the employee would be taken back into the employ of the Company. It was therefore unnecessary for the Commissioner to make a formal recommendation in the matter to the Minister of Labour.

Rubber Products Workers, New Toronto, Ont.—A dispute over the rate of production for a particular tire resulted in a strike by some 215 employees in the New Toronto plant of the Goodyear Tire and Rubber Company on January 12, 1945. Approximately 1,171 others either quit with the tire room employees or were unable to work. Time studies by the Company had resulted in the setting of a production standard of 20½ tires per shift by each tire builder whereas the employees claimed that it was impossible to produce more than 18 per shift. Mr. F. J. Ainsborough, Industrial Relations Officer, of Toronto, conferred with representatives of the Company and of Local Union No. 232, United Rubber Workers of America, with which the employees were affiliated. On Sunday afternoon, January 14, Mr. Ainsborough attended a mass meeting of the strikers at which the employees voted to resume work immediately in accordance with a recommendation by the executive of the union. Later at a general meeting of the representatives of the Company and of the Union the Industrial Relations Officer succeeded in having the parties agree on an interim agreement for a period of two weeks during which the parties would endeavour to work out a permanent solution.

Bakery Workers, Toronto, Ont.—During January the Minister of Labour appointed His Honour Judge W. T. Robb, of Orangeville, Ontario, as an Industrial Disputes Inquiry Commissioner to investigate charges that Brown's Bakery Limited, of Toronto, had dismissed 14 of its employees for the reason that they were members of or working on behalf of the Bakery and Confectionery Workers' International Union, Local 264. The appointment was made following a preliminary investigation under the auspices of the Provincial Conciliation Service and a request to the Federal Minister by the Honourable the Minister of Labour for Ontario. At the end of the period under review arrangements were being made for a hearing of the case early in February.

Metal Miners, Timmins, Ont.—During December, 1944, the Department was asked to appoint an Industrial Disputes Inquiry Commissioner on complaint that an employee of Dome Mines Limited, Timmins, Ont., had been dismissed because of activity on behalf of the Timmins Mine and Mill Workers' Union, Local No. 241. Following a preliminary investigation conducted by Mr. G. L. Fenwick of the Ontario Conciliation Service, the Minister of Labour issued a commission, under the provisions of Order in Council P.C. 4020, to His Honour Judge J. P. Madden, of Ottawa. Following a hearing of the case the Commissioner reported to the Minister of Labour that, on the evidence, he found that the employee was discharged for the sole reason that the Company was dissatisfied with his services as a result of a series of incidents, and that he was not discharged or discriminated against because of union activity.

Retail Trade Employees, Toronto, Ont.—Following a preliminary investigation by Mr. J. P. Nicol, Industrial Relations Officer, of Toronto, and a formal request by the Minister of Labour for Ontario, the Federal Minister of Labour in December, 1944, appointed His Honour Judge Ian Macdonell, of Toronto, as an Industrial Disputes Inquiry Commissioner to investigate the dismissal of 5 employees of the Robert Simpson Company Limited, of Toronto. It has been alleged that the employees in question had been discriminated against because they were members of or working on behalf of the Retail Clerks' Protective Association or the Building Service Employees' International Union. At a preliminary discussion with representatives of the parties, in which a settlement was suggested, the Commissioner appointed a date for the hearing of evidence. When the case came up for hearing, it was agreed that direct negotiations would be undertaken and Minutes of Settlement were drawn up and signed by the parties. Under the terms of the settlement, two of the employees requested that their cases be withdrawn, and the Company agreed to re-instate two others in employment of equal standing and remuneration, without loss of seniority or privileges, and to reimburse them for lost time. The dismissal of the fifth employee was upheld without prejudice to application for re-employment as a new employee, it being understood that the Company's records contained nothing to her detriment. All allegations that any of the employees had been discharged or discriminated against because of union membership or activity were withdrawn.

Coal Miners, Midlandvale, Alta.—Reference was made in the November issue of the LABOUR

GAZETTE (page 1361) to a dispute between the Midland Coal Mining Co., Ltd., Midlandvale, Alta., and its employees as represented by District 18, United Mine Workers of America. At that time the employees decided to terminate a strike and, under certain conditions, have the dispute referred to an Independent Chairman as provided by the collective agreement between the parties. In December the Minister of Labour nominated Mr. W. Stanley Ross, of Edmonton, as Independent Chairman. The report of Mr. Ross, which was received on January 2, 1945, indicated that the dispute arose out of a claim by the miners that they were entitled to be paid 35 cents per car of bone loaded out from entries, narrow work, etc. This claim was based on the contention that the wage agreement respecting payment for bone did not require that the bone be loaded into cars, but that loading into cars was an additional service for which extra payment

should be made. The decision of Mr. Ross was that the Company had the right to designate where the bone was to be put and that, in depositing it in cars, the men were only performing the act of removal which was required of them by their contract. The claim of the Union was therefore denied.

At the same time, Mr. Ross was requested to arbitrate a dispute between District 18, United Mine Workers of America and the Hy-Grade Coal Mining Co. Ltd., in the same locality. The issue involved was whether an employee was entitled to holidays with pay under the terms of an award of a Royal Commission under Mr. Justice G. B. O'Connor. As Independent Chairman, Mr. Ross ruled that having regard to all the facts and the requirements of National Selective Service Regulations in respect of termination of employment, the employee was entitled to two weeks' vacation with pay, as claimed.

United States Bill to Establish Full Employment Policy

A BILL aimed at providing full employment in the post-war period has been submitted in the United States Senate by Senator James Murray.

The bill asserts the right of "all Americans able to work and seeking work" to "useful, remunerative, regular, and full-time employment." It seeks to foster private enterprise as a means of providing employment, but calls for a federal program to relieve any threatened job shortage.

Under the terms of the proposed legislation the President of the United States would submit to Congress at the beginning of each regular session a "national production and employment budget." This budget would contain estimates of the size of the labour force and the aggregate volume of investment and expenditure.

When the budget indicated the likelihood of unemployment, the President would recommend action by the federal government to provide jobs. Such action would be directed in the first place towards encouraging investment and expenditure by private enterprise; but wherever it was obvious that such measures would fall short of the indicated scope of the employment lack, the President would trans-

mit to Congress a general program for federal expenditure sufficient to bring the level of investment up to the required volume of production.

"Such a program", the bill reads, "shall be designed to contribute to the national well-being, and to stimulate additional non-federal investment and expenditure. Any of such programs calling for the construction of public works by the Federal Government shall provide for the performance of the necessary construction work by private concerns, under contracts awarded in accordance with applicable laws, except where the performance of such work by some other method is necessary by reason of special circumstances."

Conversely, if the estimated aggregate volume of prospective investment and expenditure is well beyond that required to assure a full employment volume of production, the President is directed to set forth in the national employment and production budget a general program for preventing inflationary economic dislocations.

The proposed legislation contemplates the co-operation of industry, agriculture, labour, and state and local governments with the national government.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Animal Products

EDMONTON, ALBERTA.—BURNS & CO. LTD. AND THE UNITED PACKING HOUSE WORKERS OF AMERICA, LOCAL 233.

Agreement to be in effect from June 30, 1944, to September 1, 1945, and year to year thereafter subject to 30 days notice. The Company recognizes the union as the sole bargaining agency for all production and maintenance employees, excluding only office employees, watchmen, foremen, and those above the rank of foreman. Check-off: Any member of the union who requests the company in writing to deduct his membership dues shall maintain his membership in the union, and any new employee who later becomes a member and who requests the company to deduct his membership dues, shall also maintain his membership in the union.

Hours of work and wages shall be reviewed by the Regional War Labour Board of Alberta and/or the National War Labour Board and a schedule set forth to form part of this agreement. Earnings equivalent to a 40 hour week, subject to certain conditions, are guaranteed. This schedule also gives the rate of wages to be paid for work on six statutory holidays and four additional days, if and when such days are proclaimed as holidays by the Dominion, Provincial or Municipal governments. (This schedule was not received in the Department).

Vacation: one week with pay annually after one year's service; two weeks annually after five years' service; three weeks after 20 years' service for men, after 15 years' service for women. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Miscellaneous Wood Products

OWEN SOUND, ONTARIO.—CERTAIN FURNITURE MANUFACTURERS AND NATIONAL UNION OF FURNITURE WORKERS, LOCAL 1.

Agreement to be in effect from June 7, 1944, to June 6, 1945, and year to year thereafter subject to notice. The Company recognizes the

union as the sole collective bargaining agency for the employees, coming within the scope of this agreement.

Hours and wages are those specified in the Furniture Code under Industrial Standards Act (see **LABOUR GAZETTE**, Aug., 1944, p. 1008). All other hours worked to be paid for at the rate of time and one-half, also time and one-half to be paid any employees required to work on any of eight specified holidays.

Vacation: one week with pay to all employees after one year's continuous service with the Company. Provision is made for seniority rights and the settlement of grievances.

Manufacturing: Metal Products

TORONTO, ONTARIO.—COULTER COPPER AND BRASS CO. LTD. AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 514.

Agreement to be in effect from April 4, 1944, to February 1, 1945 and year to year thereafter subject to 90 days notice. The Company recognizes the union as the sole bargaining agency for all employees coming within the scope of this agreement. All employees who are members of the union or who later join the union must maintain their membership.

Hours: 8½ Monday through Friday and 4½ Saturday, a 48 hour week. Overtime is payable at time and one-half for all time worked in excess of these hours and also on Sundays and six statutory holidays.

Vacation: one week with pay for employees with one year's service; for those with less service, one day's paid vacation for each two months' service.

Wages: a committee to be established to draw up a job and wage classification which is to be submitted jointly or separately to the Regional War Labour Board for approval. Increases in rates brought about through approval of the Board shall be retroactive to the date of the original submission. Provision is made for seniority rights and the settlement of grievances.

ISLE MALIGNÉ, QUEBEC.—ALUMINUM COMPANY OF CANADA, LTD. AND LE SYNDICAT NATIONAL DES EMPLOYÉS DE L'ALUMINIUM DE ST-JOSEPH D'ALMA, INC.

Agreement to be in effect from November 22, 1944, to November 21, 1945, and year to year thereafter subject to 60 days notice. The Company agrees to negotiate with the Syndicate any matters pertaining to wages, hours and working conditions.

Hours: 8 per day, 48 per week. Overtime for all workers, and work on six holidays for day workers, at time and one-half.

Vacation: one week with pay for employees after one year of continuous service; two weeks with pay for employees after 10 years' continuous service.

Minimum wage rates: plant maintenance—boiler operators 68 to 83 cents, blacksmiths 73 to 93 cents, carpenters 73 and 83 cents, electricians 78 to 93 cents, internal combustion fitters 73 to 93 cents, labourers 56 cents; machinists 78 to 98 cents, millwrights 73 to 93 cents; operators (electrical department) 82 and 85 cents, welders 73 to 93 cents; potroom operation and control—potman 68 cents, crane-men 70 cents, controlman 61 cents; remelt, shipping, distribution and potlining—craneman 62 cents, pourer 62 cents; atomized aluminum plant—fireman (furnace) 73 cents, metal transfer man 73 cents, operators 66 and 73 cents, packers 66 and 73 cents. Provision is made for seniority rights and adjustment of grievances.

Manufacturing: Shipbuilding

KINGSTON, ONTARIO.—KINGSTON SHIPBUILDING CO. LTD. AND INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRONSHIPBUILDERS AND HELPERS OF AMERICA, LOCAL 210; INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 1729; INTERNATIONAL BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 2308; INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

Agreement to be in effect from August 4, 1944, to August 5, 1945, and year to year thereafter subject to 60 days' notice. The Company recognizes the union as a collective bargaining agency for the employees but reserves the right 60 days prior to the termination of this agreement to negotiate with any other collective bargaining agency representing all or part of its employees.

Hours: summer schedule, 50 hours per week, 9 hours Monday through Friday and 5 hours on Saturday; winter schedule, 44 hours per week, 8 hours Monday through Friday, 4 hours on Saturday; night shift 55 hours per week, 11 hours for 5 nights. Overtime: time and one-half for work in excess of these hours; double time for all work on Sundays and eight specified holidays.

Wages: shall be paid in accordance with the provisions of Finding and Direction of National War Labour Board of January 7, 1944 (L.G., Feb., 1944, pp. 166-169). For work on night shift, 5 cents per hour over day rates. Provision is made for seniority rights and the settlement of grievances.

Manufacturing: Non-Metallic Minerals Chemicals, etc.

THOROLD, ONTARIO.—THE EXOLON COMPANY AND FEDERAL LOCAL 22,689 A.F. OF L.

Agreement to be in effect from May 1, 1944, to May 1, 1945 and year to year thereafter subject to 30 days' notice. The Company recognizes the union as sole bargaining agent and both the Company and union agree there shall be no discrimination, interference or coercion of employees because of membership or non-membership in the union. New employees must join the union.

Hours: 8 per day, 48 per week where possible. Overtime and work on Sundays and holidays, at

time and one-half. Joint application to be made for right to give a cash bonus of one day's pay for Christmas and Labour Day to employees who have worked for the company for three months prior to the holiday.

Vacation: one week with pay for employees with one year's continuous service, an additional day for each year's service over five to a maximum of two weeks to employees with over ten years employment.

Wages: Carbolon plant—cranemen 83 cents, furnacemen 78½ cents, cleaners 68 cents, furnace repairs 66 cents, general labour 66 cents; Exolon plant—cranemen 83 cents, furnacemen 68½ to 78½ cents, breaking floor 68½ cents, bottoms 68½ cents, grain crusher operator 71 cents, general labour 66 cents, loading and unloading 66 cents; control operators 83 cents; mechanical—machinist 90 cents, millwrights 85 and 87 cents, welders 81½ and 85 cents, pipe fitter 83 cents, painter 81½ cents, motor mechanic 78 cents; electricians 87 cents; carpenters 82 and 85 cents. Provision is made for seniority rights and the adjustment of grievances.

Transportation, Etc.: Electric Railways and Local Bus Lines

VANCOUVER ISLAND, B.C.—VANCOUVER ISLAND COACH LINES LTD. AND CANADIAN BROTHERHOOD OF RAILWAY AND OTHER TRANSPORT WORKERS, VANCOUVER ISLAND DRIVERS' DIVISION 234.

Agreement reached in settlement of a strike, to be in effect from January 12, 1945, to December 31, 1947. The Company recognizes the union as the sole collective bargaining agency for all employees. All drivers now employed and all new employees shall become and remain union members. Check-off: all drivers agree to sign check-off for all union dues and assessments which will be deducted by the company from wages and turned over to the union.

Hours: regular runs shall be deemed to consist of a minimum of 8 hours if the regular run equals at least 6 hours.

Overtime: time and one-half after working 8 hours and 35 minutes in any one day, and also for any time worked after 12 hours have elapsed from time of starting work. All work done on Sundays on certain runs to be paid at the rate of time and one-quarter; work done on a driver's day off is payable at time and one-half, with a minimum of four hours' straight time.

Vacation: after the first year of service drivers granted nine days with pay and after the fourth consecutive year of employment twelve days.

Wages: rates shall be paid as provided in the joint application of January 10, 1945. Regular drivers breaking in and teaching new drivers shall be paid 5 cents extra per hour. Spare drivers available for service including drivers on certain end runs are guaranteed a minimum monthly wage of \$108. Students while breaking in as drivers and learning runs shall be paid 57 cents per hour. On charter runs drivers shall be paid regular rate for driving and 57 cents per hour waiting time. Provision is made for adjustment of grievances.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or evoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the act include the repeal of one agreement and the amendment of four others, all of which are noted below. A correction of the Order in Council number for clerks and accountants at Jonquière, published December 30, was gazetted January 13. A request for a new party for the fur industry (wholesale) at Montreal was published January 13. A request for the amendment of the building trades agreement at Hull was also gazetted January 13.

Orders in Council were also published approving or amending the levy of assessments on certain parties.

Manufacturing: Textiles and Clothing

TEXTILE AND JUTE BAG MANUFACTURING INDUSTRY, MONTREAL.

An Order in Council, dated December 28, and gazetted January 5, extends the time of

the agreement (L.G., May, 1939, p. 527; Mar., 1940, p. 282, June, p. 608; Feb., 1941, p. 183; Jan., 1942, p. 110; Jan., 1943, p. 88; Jan., 1944, p. 70) to December 31, 1945.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated December 28, and gazetted January 5, extends the term of this agreement (L.G., May, 1944, p. 637, August, p. 1007, Nov., p. 1368 and previous issues) to March 31, 1945.

Manufacturing: Metal Products

ALUMINUM INDUSTRY, SHAWINIGAN FALLS.

An Order in Council, dated December 28, and gazetted January 5, repeals this agreement and all Orders in Council relating thereto (L.G., Nov., 1937, p. 1273; April, 1940, p. 390).

Construction

BUILDING TRADES, ST. JEROME.

An Order in Council, dated December 28, and gazetted January 5, amends the previous Orders in Council for this industry (L.G., Feb., 1943, p. 220, April, p. 490, and other issues as noted therein).

Weekly wage rates for maintenance workers: journeymen \$26.40, apprentices \$13.45, common labourers \$19.20.

Service Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS.

An Order in Council, dated December 28, and gazetted January 5, amends the previous Orders in Council for this industry (L.G., March, 1942, p. 353, Sept., p. 1098; April, 1943, p. 490, Aug., p. 1131; May, 1944, p. 637, June, p. 754).

Hours are slightly reduced. Weekly wage rates: barbers and male hairdressers, \$16 plus 50 per cent of all receipts in excess of \$21 made by the employee during the week or \$20 per week without commission. The scale of minimum charges is changed. Apprenticeship regulations are slightly altered.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the upgrading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to December 31, 1944, the gross enrolment under Canadian Vocational Training has been as follows:—

Training for Industry.....	246,401
Army Tradesmen.....	46,088
Navy Tradesmen.....	8,685
R.C.A.F. Tradesmen.....	65,201
Rehabilitation (discharged persons from the forces)..	6,193
Students	7,472

Total 380,040

During December there was no full time pre-employment industrial training in British Columbia, Manitoba, and Saskatchewan and an enrolment of only 39 in the Provinces of Nova Scotia, New Brunswick and Alberta. Twenty-five Plant schools were still operating with the majority being in the Province of Quebec.

As reports indicated a shortage of certain skilled workers related to agricultural production, special courses in egg-grading have been given in the Prairie Provinces and special dairy schools operated in the Prairie Provinces and in Ontario and Quebec.

There was little change in the provision of Vocational Training for persons discharged from the forces but the usual small monthly increase in enrolment continued. Arrangements have been completed for special schools for ex-service personnel who cannot enter universities or certain occupations because they have not completed matriculation. The pre-matriculation school in Toronto was the first to open in November and similar schools opened in January, in Nova Scotia, British Columbia, Alberta and Saskatchewan. Additional schools will be opened as the demand for this type of training increases.

TABLE 1—PRE-EMPLOYMENT TRAINING IN VOCATIONAL SCHOOLS

	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/44 to Dec. 31/44	At First of December	Enrolled in December	At End of December	From April 1/44 to Dec. 31/44	(?) In December
<i>Dominion Summary</i>						
Pre-Employment.....	2,239	313	33	268	1,591	41
Part-Time Classes (1).....	Men	1,024	146	49	157	34
	Women	1,882	791	6	761	.....
	521	162	4	.....	.....	.....
Total.....	5,666	1,412	92	1,186	2,353	75

(1) Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to December 31, 1944 were not so reported until after December 1, 1944.

TABLE 2—TRAINING FOR THE ARMED FORCES

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/44 to Dec. 31/44	At First of December	Enrolled in December	At End of December	From April 1/44 to Dec. 31/44	In December
<i>Dominion Summary</i>						
R.C.A.F. Classes.....	5,406	14	2	9	4,904	1
Army Classes.....	8,144	1,716	277	1,582	5,990	327
Navy Classes.....	1,929	470	3	464	1,396	8
Total.....	15,479	2,200	282	2,055	12,290	336

TABLE 3—TRAINING IN INDUSTRY

	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED BEFORE COMPLETION	
	From April 1/44 to Dec. 31/44	At First of December	Enrolled in December	At End of December	From April 1/44 to Dec. 31/44	In December	From April 1/44 to Dec. 31/44	In December
<i>Dominion Summary</i>								
Plant Schools.....	{ Men 3,311	258	112	216	2,338	124	179	.....
	{ Women 5,189	936	264	619	3,993	527	129	.....
Part-Time.....	{ Men 1,750	549	27	463	1,167	112	8	.....
	{ Women 284	34	.....	29	255	5	.....	.....
Total.....	10,534	1,777	403	1,327	7,753	768	316	.....

TABLE 4.—REHABILITATION LESS TRAINING OF DISCHARGED MEMBERS OF THE FORCES

FROM APRIL 1, 1944 to DECEMBER 31, 1944

	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/44 to Dec. 31/44	At First of December	Enrolled in December	At End of December	From April 1/44 to Dec. 31/44	(3) In December
<i>Dominion Summary</i>						
In Schools.....	{ Men 2,465	1,235	196	1,320	563	39
	{ Women 676	347	33	345	132	13
In Industry.....	{ Men 783	358	66	366	231	29
	{ Women 27	12	2	9	9	2
Total.....	3,951	1,952	297	2,040	935	83

(3) Includes graduates from previous month's classes who were not reported placed until after December 1, 1944.

Activities of the Unemployment Insurance Commission

Analysis of Monthly Statistics—Insurance Registrations—Unemployment Insurance Fund at end of December

DURING December, 1944, a total of 13,770 claims for unemployment insurance benefit were received at local offices of the Unemployment Insurance Commission. This represents some increase over November, when 11,798 claims were filed and is more than double the 6,562 claims registered in December 1943.

A check on the number of persons reporting unemployed days under the Act is given by a count of those who signed the live unemployment register within a given week. This includes claimants in that week, those putting in "waiting days" and current beneficiaries all of whom must sign once a week. During the last week in December 19,313 persons (14,344 males and 4,969 females) signed the unemployment register compared with 13,431 (9,324 males and 4,107 females) in the last week of November and 6,216 (4,893 males and 1,323 females) during the last week of December 1943.

The claims of 10,880 claimants were adjudicated at insurance offices in December of which 9,042 were considered entitled to benefit and 1,838 not entitled to benefit. The chief reasons for non-entitlement were "voluntarily left employment without just cause" (786 cases); "insufficient contributions and not in insurable employment" (702 cases); and "discharged for misconduct" (122 cases).

10,656 persons received one or more benefit payments during December, of whom 7,107 commenced receiving benefit in that month. This compares with 7,114 persons who were paid benefit in November (3,625 commenced receiving benefit in November) and 2,226 who were paid benefit in December of last year (1,491 of whom commenced receiving benefit in that month).

The 10,656 persons were paid a total of \$337,-220 for 176,084 unemployed days in December 1944, whereas the 7,114 persons received \$179,-001 for 95,720 unemployed days in November and the 2,226 persons were paid \$52,600 for 29,160 unemployed days in December 1943.

The average duration of unemployment compensated was, then, 16.5 days in December 1944, 13.5 days in November 1944 and 13.1 days in December 1943. The average amount of benefit paid per beneficiary was \$31.65 this December, \$25.16 in November and \$23.63 in December of last year. The average amount paid per compensated day

of unemployment was \$1.92 in December 1944, \$1.87 in November 1944 and \$1.80 in December 1943.

Net Increase in Fund in 1944

Benefit payments during the year ended December 31, 1944, amounted to \$3,265,707.67. This figure shows an increase of \$2,336,488.34, or 251 per cent, over the corresponding figure for the previous year.

Notwithstanding the increased benefit payments during 1944, the net increase to the Fund during the year was \$79,558,109.20 as compared with a net increase of \$75,032,131.25 during 1943. The greater increase to the Fund during 1944 is due to the fact that total revenue for 1944 exceeded total revenue for 1943 by \$6,862,466.29.

This increase in total revenue is made up as follows:—

	Actual	Per Cent
Increase in Employer—		
Employee Contributions..	\$3,928,050.80	6.5
Increase in Government's		
Contribution.	785,610.17	6.5
Increase in Interest Earned		
and Profit on Sale of		
Investments.	2,148,805.32	61.7
Total.	\$6,862,466.29	9.0

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at December 31, 1944, 2,947,990 employees had paid contributions to the fund since April 1, 1944, an increase of 51,159 since November 30, 1944, and 742,234 since the commencement of the current fiscal year.

As at December 31, 1944, 142,390 employees were registered as having insurable employees, an increase of 818 from November 30, 1944.

Registrations as at December 31, 1944, by regions follow:—

TABLE 1—REGISTRATIONS AS AT DECEMBER 31, 1944

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,425	214,308
Quebec	39,609	888,143
Ontario	52,078	1,161,564
Prairie	25,649	418,425
Pacific	13,629	265,550
Total for Canada..	142,390	2,947,990

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO DECEMBER, 1944

	1942	1943	1944
January.....		4,637	11,751
February.....	663	4,822	12,284
March.....	4,124	5,046	10,667
April.....	2,925	3,953	6,463
May.....	2,799	2,027	4,654
June.....	4,629	1,772	3,226
July.....	2,668	1,087	3,106
August.....	1,885	1,370	3,241
September.....	1,118	1,013	3,715
October.....	1,058	1,475	6,222
November.....	1,748	2,896	11,798
December.....	3,337	6,562	13,770
Total.....	26,924	36,660	90,897

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	132	125	7	120	96	8	28
Nova Scotia.....	311	245	66	295	274	51	35
New Brunswick.....	268	177	91	266	149	71	84
Quebec.....	7,167	5,886	1,281	7,016	3,589	814	3,767
Ontario.....	1,523	1,293	230	1,443	1,088	255	316
Manitoba.....	1,045	782	263	1,010	863	160	231
Saskatchewan.....	467	389	78	427	305	54	94
Alberta.....	963	778	185	945	902	115	236
British Columbia.....	1,894	1,702	192	1,913	1,776	310	509
Total, Canada, December, 1944.....	13,770	11,377	2,393	13,435	9,042	1,838	5,300
Total, Canada, November, 1944.....	11,798	9,998	1,800	10,148	7,405	1,511	2,746
Total, Canada, December, 1943.....	6,562	5,715	847	5,361	3,097	539	2,437

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

Reasons for Non-entitlement	Month of December, 1943	Month of December, 1944	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	201	702	2,973
Not capable of and not available for work.....	16	56	248
Loss of work due to a labour dispute.....	6	.....	242
Refused offer of work and neglected opportunity to work.....	7	82	829
Discharged for misconduct.....	40	122	538
Voluntarily left employment without just cause.....	252	786	4,870
Other reasons(1).....	17	90	662
Total.....	539	1,838	10,362

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

TABLE 5—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, DECEMBER, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid \$
Prince Edward Island.....	36	24	611	998
Nova Scotia.....	381	198	5,603	10,312
New Brunswick.....	155	90	1,886	3,426
Quebec.....	3,902	2,942	74,697	142,600
Ontario.....	1,205	779	16,972	31,727
Manitoba.....	908	530	14,864	27,130
Saskatchewan.....	408	269	5,641	10,969
Alberta.....	1,306	731	13,840	26,360
British Columbia.....	2,355	1,544	41,970	83,698
Total, Canada, December, 1944.....	10,656	7,107	176,084	337,220
Total, Canada, November, 1944.....	7,114	7,114	95,720	179,001
Total, Canada, December, 1943.....	2,226	1,491	29,160	52,600

Average duration of unemployment compensation..... 16.5 days
 Average amount of benefit paid per person..... \$31 65
 Average amount paid per compensated day of unemployment..... \$1 92

TABLE 6—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT DECEMBER 30, 1944

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	315	64	379
Clerical Workers.....	753	1,328	2,081
Sales Workers.....	383	482	865
Service Workers.....	1,010	367	1,377
Agricultural Workers and Fishermen.....	62	10	72
Food Workers.....	93	.....	73
Textile and Clothing Workers.....	154	289	443
Loggers.....	4	.....	4
Sawmill and Wood Operators.....	89	.....	89
Printing Workers.....	18	.....	18
Shoe and Leather Workers.....	52	.....	52
Stone, Clay and Glass Workers.....	8	.....	8
Electrical Workers.....	185	.....	185
Coal Miners.....	563	.....	563
Other Miners (except coal).....	29	.....	29
Construction Workers (except carpenters).....	856	.....	856
Carpenters.....	1,148	.....	1,148
Machine Shop Workers and Operators.....	498	.....	498
Sheet Metal Workers.....	58	23	81
Foundry, Smelter and other Metal Workers.....	697	282	979
Miscellaneous Skilled Workers.....	1,402	742	2,144
Automobile and Other Mechanics.....	251	.....	251
Miscellaneous Unskilled Workers—Heavy Labour.....	2,800	.....	2,800
Miscellaneous Unskilled Workers—Light Labour.....	2,936	1,382	4,318
Totals.....	14,344	4,960	19,313

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT DECEMBER 30, 1944

	19 and less		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	1,245	932	2,726	2,325	3,665	1,243	2,315	331	1,310	90	3,083	48	14,344	4,969	19,313

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY-TWO MONTHS ENDED DECEMBER 31, 1944

Month	REVENUE						EXPENDITURE			
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
Total from July to Dec. 31, 1941	14,968,205 22	4,240,363 34	4,368,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended December 31, 1942	20,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,305,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,066,862 48	67,795 32	6,138,070 22	302,464 53	182,613,627 62
March	3,396,660 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 39	1,235,980 33	1,062,506 93	8,458,070 25	190,327 94	190,327,941 19
April	2,507,008 56	875,674 55	1,437,585 87	11,455 47	4,851,724 45	970,344 89	465,233 20	6,388,302 54	759,189 79	196,204,001 01
May	2,572,416 90	1,092,551 02	1,438,361 64	23,554 06	5,126,853 62	1,025,376 72	1,417,498 50	7,563,736 90	471,757 74	203,392,092 17
June	2,634,863 79	1,098,463 52	1,434,998 45	41,796 71	5,230,152 47	1,046,080 50	298,500 00	6,574,632 67	209,721,241 08	209,721,241 08
July	2,781,064 01	956,051 41	1,541,419 63	56,145 50	5,334,680 55	1,066,938 11	183,500 03	6,584,122 69	134,523 41	216,177,631 36
August	2,441,818 29	991,131 71	1,520,998 08	31,535 30	5,176,202 50	1,035,240 50	112,672 90	6,323,122 90	164,800 17	222,388,247 15
September	2,623,217 47	1,025,952 56	1,590,998 08	27,407 84	5,196,735 65	1,039,347 13	402,900 04	6,638,969 42	116,064 07	228,911,372 50
October	2,786,854 45	953,631 80	1,524,744 41	40,103 89	5,305,334 55	1,061,066 91	865,405 13	6,361,800 61	131,708 91	235,711,372 50
November	2,796,249 73	1,022,318 29	1,455,169 33	994,175 85	6,267,913 20	1,253,582 61	2,080,796 02	9,062,281 80	178,133 04	245,135,426 02
December	2,850,350 90	976,244 20	1,426,933 20	41,632 22	5,295,160 52	1,059,032 09	-1,082,811 27	5,271,381 34	336,308 86	250,070,242 50
TOTAL	32,902,037 68	12,347,593 70	17,777,713 41	1,298,632 17	64,325,976 96	12,865,195 39	5,632,644 52	82,823,816 87	3,265,707 67	250,070,242 50
GRAND TOTAL	108,602,761 96	43,021,805 60	50,433,437 79	1,349,789 42	203,407,794 77	40,681,558 94	10,525,471 73	284,614,825 44	4,544,582 94	250,070,242 50

The column "Interest on Investments and Profits on Sale of Securities" represents—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—
Arrears of contributions received from Government Departments in November 1944.....\$ 940,000 00
Penalties..... 3,867 80
Contributions in respect of services in the armed forces..... 404,384 36
Miscellaneous..... 1,527 26
\$ 1,349,789 42

Rehabilitation of Disabled Persons in Industry

H. C. Hudson Discusses Some of Problems Involved if Necessary

ADVANCES in the art of healing are restoring to varying degrees of health and fitness a larger percentage of casualties in the present war than in any former conflict. As a necessary corollary, more and more attention is being given to the rehabilitation of the handicapped, ex-service personnel and civilians alike. In this task the Employment Services and the technical and vocational training divisions of the Department of Labour are co-operating with many other agencies to the fullest possible extent.

The following is a summary of a paper on the subject prepared by Mr. H. C. Hudson, Supervisor of Special Placements, Unemployment Insurance Commission and published in the January 15th issue of *Welfare*, official organ of the Canadian Welfare Council.

Mr. Hudson pointed out that while Canada has "no all-out program of civilian rehabilitation," the Unemployment Insurance Commission has recognized the need and has established what are known as Special Placements Sections in the larger Employment and Selective Service offices across Canada. The officers of these Sections receive training which includes the following fundamental principles:

"The physically handicapped person, when properly placed in employment, is not vocationally handicapped.

"The employer should accept a man for his abilities, not reject him because of his disabilities.

"It is not what a man has lost that is important but what he has left.

"Every handicapped person has a right to remunerative employment, and Canada will need the services of every man and every woman . . . in the reconstruction period."

In the development of a plan for the work, the Special Placements Sections have followed largely the pattern successfully pursued in the United States. "Briefly, that involves, first, an examination of the job from the point of view of the actual physical demands of the occupation; second, an analysis of the man from the point of his physical capacities."

Illustrations are given to support the assertions that "practically no job requires full physical fitness," and that "a physical handicap can even be an occupational advantage."

Mr. Hudson stated that "the Employment and Selective Service offices are embarking on a program of analyzing jobs to ascertain exactly what physical capacities are essential." Already it has been demonstrated that very many Canadian veterans of the two Great World wars are, quite definitely, able to return to their pre-war jobs, or to take over even more important responsibilities—some by the use of artificial appliances and some without

this help. However, "probably the most difficult obstacle in the way of successful placement of the physically handicapped lies in certain misconceptions on the part of the employer." For instance, fear of liability to a second accident, or fear of a higher degree of absenteeism. Authentic statistics of both indicate that handicapped workers, on the whole, make a better showing than those not handicapped. The question of labour turnover is also "one where the advantage is definitely with the handicapped group. Realizing their difficulties in securing employment, they are less likely to move from job to job."

A tangible but none the less real factor in the successful performance of persons suffering from serious disabilities is their spirit. Illustrations are legion. Mr. Hudson stated, of the determination of handicapped civilians, as well as "Canadian ex-service men, to take their place in the life of Canada in spite of serious disabilities." He referred to "an employer in Winnipeg who has amputation cases, persons who are deaf or hard of hearing, and those with defective vision on his payroll, who had stated at a public meeting organized by the Special Placements Division that the handicapped men and women in his employ would be the last to be laid off rather than the first, in the post-war." Mr. Hudson continued: "Where agencies interested in the problems of the handicapped are anxious to do so, encouragement and assistance are being given to the formation of a centralized organization such as the Council for the Guidance of the Handicapped, established several months ago in Vancouver."

"It is not the intention of Special Placements to duplicate community services already available," such as the local, provincial, and national organizations on behalf of the blind, the amputations, the deaf and the hard-of-hearing, the arrested T.B. cases, etc. Co-operation with such agencies is being practised to the fullest possible extent. Moreover, Special Placements is working unitedly with employers such as the mining and textile industries, the railways and others that have made special studies of the problem as it affects their own work-people. Last, but by no means least, "close co-operation is also being developed with the newly-organized Disability Training and Placement Branch of the Department of Veterans' affairs." By co-ordinating the work of all these agencies, the objective should be "not merely to place handicapped persons in jobs, but to place them in the best jobs of which they are capable."

Training Courses for Rehabilitation Counsellors

REHABILITATION of men and women discharged or demobilized from the Armed Services is a primary task of the newly established Department of Veterans' Affairs. An initial aspect of this task is the setting up of administrative staff, including a counselling service, that will be fully qualified to handle this work sympathetically and efficiently.

Emphasis is being laid on the counselling service, as it is felt that the future of discharged personnel will depend very much on their first impact on civilian life and conditions, after having spent long periods in the Armed Services under the stress and strain of war.

To meet this situation the Department of Veterans' Affairs has organized an intensive course of study for those representatives of the Navy, Army, and Air Force who have been selected to meet dischargees, as well as representatives of the Departments of Labour and Veterans' Affairs, at discharge and release centres, after discharge has been effected.

These study and training courses will be held every month until approximately 750 counsellors have been trained. The counsellors are men and women who are either in the Armed Services, or have been on active service and consequently have, to begin with, a measure of familiarity with the problems of those who are still in the Armed Forces and the difficulties that will confront them when they return to civil life. In order to facilitate discussion, the trainees have been grouped in classes or panels of approximately 30 members each. Instruction is being given by experienced and otherwise thoroughly qualified administrators and leaders in cognate work.

The courses have been arranged under the general direction of the Minister of Veterans' Affairs, Hon. Ian Mackenzie, and Mr. W. S. Woods, Deputy Minister, with Mr. O. C. Elliott, Chief Welfare Officer of the Department as general Chairman. The courses have been divided into two main sections. Part "A" provides a two-week basic course in rehabilitation legislation, organization for demobilization and a study of commoner case types. Following completion of Part "A", the Department of National Defence (Army and Navy) provide a Part "B" course of two weeks' duration, which continues studies of demobilization and rehabilitation from the perspective of the Services concerned. Representatives of the R.C.A.F. have already covered this phase in the Personnel Counsellors' Training course recently conducted at the Rockcliffe Air Station. The two civilian Departments of Labour and Veterans' Affairs will combine for a special one-week course in which phases of demobilization and rehabilita-

tion common to both Departments will be stressed. It will deal with administrative details and interviewing technique. During the latter part of that week the labour representatives will meet as a group for continued specialization in specific labour problems. The members of the classes will be required to be familiar with the terms of such legislation as the Veterans' Land Act, the Veterans' Insurance Act, the War Service Grants Act of 1944 and all Orders in Council having a bearing on the rehabilitation of veterans.

In his keynote address at the opening of the training courses, Mr. W. S. Woods outlined what he termed "the concept, or philosophy of rehabilitation." It was not, he said, a plan to save money for the country at the expense of service men and women. On the contrary it was designed to assist them sympathetically and unreservedly in the transition from the Armed Services to civilian life. It was a sincere effort to help them avoid, or overcome, any sense of frustration in solving problems that would inevitably confront them from the moment they were demobilized; to restore and compensate as far as possible, those who were handicapped by disabilities resulting from war service; to protect them from fraudulent self-seekers who might try to filch from them their gratuities and pensions; to arrange for professional and vocational training, when and if required, and to help them find satisfying employment. Nor does assistance end at this point, but efforts would be made to keep in touch with ex-service personnel for years to come if necessary, in order to guarantee the fullest possible restoration to their pre-war status.

The application of these principles, Mr. Woods stated, would in the first instance, be the duty of the counselling service. He gave as prime qualifications for counsellors, patience and an innate love of their fellowmen. Those who did not possess these qualities, he pointedly advised to seek employment elsewhere. The counsellors will work in conjunction with local Citizens' Committees, composed of business men and retired officers of the First World War, as well as the nearest employment offices of the Unemployment Insurance Commission, in giving any assistance, information and advice to all dischargees with respect to rights, benefits and procedures in connection with their re-establishment in civil life. Particular attention will be paid to handicapped and disabled veterans who will be especial proteges of the Department of Veterans' Affairs. "We are going to specialize in the placement of the disabled", Mr. Woods stated "because we believe much more can be done in this or any other country than has been done already".

Labour Law

Recent Regulations under Dominion and Provincial Legislation

INCOME tax adjustments for persons from abroad engaged in essential Canadian war work have been extended for another year. Any party to a proceeding pending in the Labour Court of Ontario on March 20, 1944, upon which no final order has been made, may institute proceedings before the Wartime Labour Relations Board or the Ontario Labour Relations Board. Pension benefits for female members of the Armed Forces have been authorized, and the member is to receive the rates provided in the Schedules to the Pension Act. A discharged person who commences or resumes a university post-graduate course may receive a grant upon the conditions set forth in the Post-Discharge Re-establishment Order. Regulations under the Wartime Wages Control Order authorize the establishment of schedules of rates for trainees. Regulations have been made under The Reinstatement in Civil Employment Act. Any overpayment of pay and allowances, including dependents' allowance made to a member or his dependents, may be deducted from the war service gratuity. Every employer must establish a single rate or range of salary, as set out in the Wartime Wages Control Order, for each occupational classification of employees for whom the highest rate in the previous authorized range is less than \$250 per month.

In the provincial field, Alberta has made a new blanket Order applying to male employees in the Province, except farm labourers and domestic servants. The British Columbia Workmen's Compensation Board has added to the list of Industrial Diseases under the Act. New Brunswick has amended regulations under the Steam Boiler and Pressure Vessel Act.

Income Tax Order Extended

An Order in Council (P.C. 53/505) made January 24, 1945, and gazetted January 29, extends the provisions of an Order in Council (P.C. 1/945) (L.G., 1943, p. 389), governing income tax adjustments for persons from abroad engaged in essential Canadian war work.

The original Order provided for taxation adjustments for the income tax years 1942 and 1943. By a subsequent Order (P.C. 53/9180) the provisions were extended to

cover the income tax year 1944. The new Order again extends the provisions of the original Order to cover the taxation year 1945.

Order Regarding Cases Pending in the Labour Court of Ontario

An Order in Council made January 9, 1945, provides that on or after that date any party to a proceeding pending in the Labour Court of Ontario on March 20, 1944, upon which no final order has been made, may institute proceedings before the Wartime Labour Relations Board or the Ontario Labour Relations Board, which have authority to dispose of these proceedings.

Pension Benefits to Female Members of the Armed Forces

An Order in Council (P.C. 213/185) made January 10, 1945, and gazetted January 15, rescinds Order in Council 119/2595 of April 12, 1944, governing pension benefits for female members of the Armed Forces of Canada, and substitutes the following provisions.

Pension awards authorized for disability to or in respect of a member of the Women's Royal Canadian Naval Service, the Canadian Women's Army Corps and the Royal Canadian Air Force (Women's Division) must be paid at the rates provided in Schedule A of the Pension Act. Pensions awarded in respect of the death of a member of one of the women's services must be authorized at the rates provided in Schedule B of the Pension Act.

The Commission may award or refuse to award a pension or additional pension as provided in Schedules A and B of the Pension Act, in respect of a child or children of a female member of the forces. No pension may be paid to a widower of a member of the forces.

All provisions of the Pension Act not inconsistent with the provisions of this Order are to apply to every claim for pension made under the Order, and every claim must be dealt with and adjudicated upon by the Canadian Pension Commission as if the claim were made under the Act. Where the language of the Pension Act does not accurately fit the circumstances pertaining to the purpose of this Order, but where the circumstances are the

same by analogy, the provision of the Pension Act will be assumed, for the purpose of this Order, to read as if it had been drafted as a provision of this Order.

No payment or additional payment under the provisions of this Order may be authorized prior to the date on which it becomes effective, January 10, 1945.

Post-Discharge Re-Establishment Order Amended

An Order in Council (P.C. 331) made January 16, 1945, and gazetted January 22, amends that section of the Post-Discharge Re-Establishment Order (L.G., 1944, p. 935) which governs post-graduate university courses for discharged personnel.

The amending Order stipulates that any discharged person who commences or resumes a university post-graduate course within one year and three months after discharge or as soon as possible after completing an under graduate course begun or resumed after discharge, or delays in beginning or resuming such a course because of ill health or some other reason satisfactory to the Department of Veterans Affairs, may receive a grant upon the conditions set forth in the Order.

Regulations Under the Wartime Wages Control Order

Regulations under the Wartime Wages Control Order were made January 3, 1945, and gazetted January 8.

The Department of Labour, with the approval of the Department of Veterans Affairs, may establish wage rates to be paid, during the period of training, by an employer, to trainees undertaking a course of training under the Vocational Training Co-ordination Act, 1942, on the job in any industrial, commercial or agricultural establishment.

In establishing schedules of rates for trainees, the following principles should be observed: (a) the length of the training period to be fixed for each trainee will be based on the nature and extent of the skills to be acquired in the training course and his previous experience and training; (b) the total compensation payable to the trainee during the prescribed training period, including wages paid by the employer and grants paid by the Department of Veterans Affairs, will be established at approximately 80 per cent of the wage ordinarily payable by the employer, for such occupational classification, for such period as established in accordance with the provisions of the Wartime Wages Control Order (L.G., 1943, p. 1603); (c) the schedule of compensation established pursuant to this

Order as payable, during the training period, must show the separate amounts payable by the employer and the Department of Veterans Affairs to the trainee during the period. The amount fixed as payable by the employer at each stage of the training period must be based on the earning capacity of the trainee. The balance of the compensation payable during the training period is provided, by way of a grant, by the Department of Veterans Affairs, but must not exceed the amount fixed and authorized by the Post-Discharge Re-establishment Order (L.G., 1944, p. 935).

For the purpose of assessment of contributions or premiums payable by employers or employees for Workmen's Compensation or Unemployment Insurance under Dominion or Provincial laws or regulations, and payment of benefit or compensation to them, the remuneration payable to a trainee while taking a course in an employer's establishment, must be assumed to be the total of both the wage payable by the employer to the trainee and the grant or living allowance payable to the trainee by the Department of Veterans Affairs for the period, within the training period, in respect of which the assessment is payable.

Reinstatement Regulations

Reinstatement Regulations under the War Measures Act, 1914, and the Reinstatement in Civil Employment Act, 1942 (L.G., 1942, p. 920), were approved by Order in Council (P.C. 77) January 11, 1945, and gazetted January 22.

When a man leaves his employment after being served with calling up papers, or in the belief that he is about to be accepted for military service, it is assumed that he has been accepted at the time he left his employment, and his service is deemed to be terminated upon learning that he was not accepted. When a man receives hospital treatment after his service is terminated, or is physically or mentally incapable of work to which he would otherwise be entitled upon reinstatement, the period of treatment will be assumed to have been a period of military service. If a man accepts work directed by the Minister of Labour or a Selective Service Officer, his period of service will not be assumed to be completed until this work is terminated.

Where an employer has employees in more than one establishment, he may reinstate an applicant for reinstatement in either establishment.

Application for reinstatement may be made verbally or in writing. The fact that an employer has offered to reinstate a former employee within the period fixed by the Rein-

statement in Civil Employment Act, 1942, but before the employee has applied for reinstatement does not prevent the employee from making application at a later time within this period. It is not a defence for an employer to prove in such cases that he offered employment to the employee and that the latter failed to present himself unless he also proved that the employee had applied for reinstatement before he offered to reinstate him.

When a person who has accepted employment offered by an employer, feels that his employment does not comply with the requirements of the Act, he may make application, in person or in writing to a Reinstatement Officer. When an applicant applies to a Reinstatement Officer for assistance, this is assumed to be sufficient excuse for failure to appear for employment during the period of assistance unless the employer can prove that the applicant applied for reinstatement before he offered to reinstate him.

When an employer claims that an applicant for reinstatement is mentally or physically incapable of performing his duties in the employer's service, a Reinstatement Officer may arrange for a medical examination. When an applicant is mentally or physically incapable of performing work available with his former employer, he may notify the employer within the period fixed by the Act for making application that he intends to apply for reinstatement when he is capable. When a person has so notified his employer and has made one or more applications within nine months after discharge in Canada—from the service or from hospital treatment—or within ten months after being discharged overseas, or from hospital discharge overseas, it is not a defence for the employer to prove that the applicant was incapable of performing the available work, unless he also proves that the applicant was mentally or physically incapable at the time of his last application for reinstatement made within the prescribed period. Neither is it a defence in such cases for the employer to prove that the employee failed to apply for reinstatement within the period prescribed by the Act or to prove that the employee had been offered reinstatement and failed to present himself for employment unless he also proves that the employee applied for reinstatement before he offered it.

Proof that an applicant was employed to take the place of an employee who had previously been a member of the forces and who had been reinstated may only be made by proving that the applicant was employed directly or indirectly to take the former's place, and would not otherwise have been employed.

In cases where there is a practice of paying a graduated scale of wages and where increases are given to employees principally on the basis of length of service, a reinstated employee must be paid at the rate at which he would have been paid if his service in the forces had been service with the employer. Where increases are given principally on the basis of acquired skills, experience or training, the employer must give the employee increases which he might have been given if the skills acquired in the forces had been acquired in the employment, as soon as he has manifested such skills, experience or training after reinstatement.

As soon as is practicable after reinstatement, an employer must grant the reinstated person every promotion to which he would have been entitled by seniority, had he been continually in the service of the employer. Where employees obtain a permanent status in the employment, or are entered on the seniority lists after having been in the employer's service for a fixed period, the length of service of a reinstated employee will be assumed to be continuous for determining his status.

In determining a reinstated person's right to vacation with pay for the calendar year in which he is reinstated and subsequent years, the time spent in the forces must be credited to him as if it had been spent in the service of his employer, provided that he has been in the employment for 90 days after reinstatement. The employer, in accordance with his existing policy or in accordance with a collective labour agreement, may grant vacation with pay at any time after reinstatement.

The Minister of Labour may appoint a Reinstatement Officer to administer and enforce the Act and regulations. The Officer may, at any reasonable time, enter any premises where he has reasonable ground for supposing that an applicant was employed before being accepted in the forces, to ascertain whether the provisions of the Act and regulations are being observed, and examine orally any person on the premises and require him to sign a declaration of truth regarding his statement. The Officer may require any person to produce for inspection any register, book, card, wage sheet, record of wages or document he may require for investigation. Information obtained under these regulations must not be disclosed to any person except the Minister or his officers, other than such information as may be necessary for the enforcement of the Officer's rights.

Failure or hindrance in complying with these regulations is an offence, and renders the offender liable to a fine, in the case of a

corporation of between \$100 and \$1,000 and, in the case of any other person, to a fine of between \$25 and \$500. Any person who contravenes any of these provisions is liable to a similar fine, except in the case of an individual, where the fine must not exceed \$200.

War Service Gratuity Regulations Amended

An Order in Council (P.C. 450) made January 23, 1945, and gazetted January 29, amends the War Service Gratuity Regulations (L.G., 1945, p. 101) by the addition of a section regarding overpayment of pay and allowances. The amendment provides that any overpayment of pay and allowances, including dependents' allowance made to a member or his dependents, may be deducted from the war service gratuity.

Overpayments of pay and allowances, including assigned pay, but other than dependents' allowance, include (a) pay or allowances issued to or on account of a member of the forces at rates in excess of those authorized by the provisions of the appropriate military financial regulations; (b) pay or allowances issued to or on account of a member which, having regard to his military, naval or air force status at the time, were not authorized by the provisions of the appropriate financial regulations; (c) advances of travel allowances not accounted for by a member at the time of gratuity payment.

An overpayment of pay and allowances in respect of dependants' allowance, means any overpayment which the Dependents' Allowance Board has ordered to be recovered from a member of the forces when he has been found guilty of misrepresentation or fraud. If a member of the forces dies before full payment of the gratuity, has been received overpayment of pay and allowances includes any overpayment made to a dependent as a result of wilful misrepresentation or fraud by the member or the dependent. No such overpayment may be deducted unless the finding of the Dependents' Allowance Board has been concurred in by the Judge Advocate General.

Where the Crown has been reimbursed by any person other than the member to whom the overpayment was made, the amount deducted from the gratuity is to be paid to that person.

Wartime Wages Control Order Amended

An Order in Council (P.C. 655) made January 30, 1945, amends The Wartime Wages Control Order (L.G., 1943, p. 1603), by rescinding the sections governing the establishment and stabilization of wage rates, and substituting the following provisions.

Every employer must establish a single rate or range of salary as prescribed by the rules set out in Schedule "A" of the Order, for each occupational classification of employees in his employment for which the previous authorized single rate or the highest rate in the previous authorized range is less than \$250 per month, or where, notwithstanding that the rates are \$250 a month or more, the employees are not above the rank of foreman or an equivalent rank. It is provided, however, that, where the previous rate is \$250 or more per month, the employees are presumed to be above the rank of foreman, unless their duties indicate that they are not above this rank. Where the previous authorized single rate or the highest rate in the previous authorized range of an occupational classification of employees was not more than \$175 per month, and for which a single rate had not been required to be established under this Order prior to January 30, 1945, the previous authorized bonus must include only any such bonus actually being paid to the employees in the classification in the last payroll period ending on or before December 1, 1944. The National Board may make additional rules, not inconsistent with those set out in Schedule "A" regarding the manner in which an employer must establish single rates or ranges for the occupational classifications of his employees. The Board may direct the manner in which a rate or range must be established by an employer for an occupational classification of his employees to give effect to the rules in Schedule "A" or any additional rules made by the Board.

Except in accordance with a written direction of the National Board no employer may pay wages to an employee in an occupational classification for which he is required to establish a single rate or range under the above provisions, at a rate other than a single rate or a rate within an established range, except in the case of an employee receiving a rate of not more than \$175 per month and for whom a single rate had not been required to be established prior to January 30, 1945. No employer may, except in accordance with the written direction of the National Board, in any payroll period commencing on or after March 15, 1945, pay wages to an employee in an occupational classification where the rate is not more than \$175 per month and for which a single rate was not required to be established prior to January 30, 1945, at a rate other than a single rate or a rate within a range established in the manner prescribed for the classification. Until the first payroll period the employer must not, except with a written direction of the Board, pay wages to an employee in the classification at a rate other than the previous authorized single rate or a

wage within the previous authorized range, together with the previous authorized cost of living bonus actually being paid to the employee in the last payroll period ending on or before December 1, 1944.

No employer may pay wages to an employee for performing work or duties or for a type and degree of skill and accuracy in any work not performed or exercised by his employees in any occupational classification prior to December 9, 1943, or who are employed in any establishment or site of operations at which the employer commenced operations after that date, at a rate of less than \$250 per month, or at that rate or more, if the employee is not above the rank of foreman, until the employer has obtained a direction of the National Board establishing a single rate or range for the occupational classification in which the employee is em-

ployed, or unless the payment of this rate was authorized prior to January 30, 1945, pursuant to the Wartime Wages Control Order or The Wartime Salaries Order. It is provided, however, that where the employer proposes to pay wages to the employee at a rate of \$250 per month or more, the employee must be considered to be above the rank of foreman, and subject to the provisions of the Wartime Salaries Order, unless the National Board decides that the employee is not above this rank.

Postponement Order

Order in Council P.C. 496 (Jan. 25) providing for the postponement of military call-up in the case of men classified as war industry reservists is summarized on page 136 of this issue.

Provincial

Alberta Male Minimum Wage Act

A new Order (No. 24) approved December 22, 1944, and effective February 1, 1945, replaces Order No. 8 of June 15, 1939 (L.G., 1939, p. 675).

Like its predecessor, Order No. 24 is a blanket Order applying, with certain exceptions, to all male employees in the province, within the scope of the Act, that is, to all except farm labourers and domestic servants. The Order also excepts indentured apprentices; employees governed by a subsisting schedule of wages and hours under the Industrial Standards Act, or by codes drawn up under the Department of Trade and Industry Act; persons employed on a commission basis, or for a stated weekly, monthly, or yearly wage and hired by contract approved by the Board; workers hired for temporary work, not for the purpose of the employer's business; and any other employees from time to time declared exempt by the Board.

The minimum wage rates payable to employees affected by this Order, including persons employed on a commission and piece work basis, whose weekly working hours are 40 or more, are: \$13.50 per week to employees under 17; \$16 per week between 17 and 18; \$18.50 between 18 and 19; and \$20 per week where the employee is over 19 years of age.

Where employees normally work less than 40 hours per week, the minimum wage rates are 30 cents per hour for employees under 17; 35 cents between 17 and 18; 40 cents between 18 and 19; and 45 cents per hour where an employee is over 19.

When an employee is consecutively employed for less than four hours, the minimum

wage is the rate applicable to his classification as given above, and he must be paid for four hours.

Where board and/or lodging are furnished to an employee as part payment of wages, deductions must not exceed \$5 where board is furnished for a full week of 21 meals; 25 cents for single meals; \$2 per week where lodging for a full week of seven days is provided; and 25 cents per day where lodging is furnished for less than a full week.

Overtime is continued to be paid for at the rate of time and a half.

Alberta Welding Act

An Order in Council of January 4, 1945, approves an amendment in the Welders Regulations of May 30, 1939 (L.G., 1939, p. 675). These Regulations were first issued under the Tradesmen's Qualification Act and continued in force under the Welding Act passed in 1941. The Amendment provides that for an applicant for any type of certificate who was a resident of Alberta for 12 months prior to January 1, 1940, and has, since then, been employed as a welder in the forces or in an essential industry outside Alberta, the provision of the Regulations requiring twelve months employment in Alberta is waived.

British Columbia Workmen's Compensation Act

An Order of the British Columbia Workmen's Compensation Board, made January 9, 1945, and gazetted January 15, alters and adds to the Schedule of Industrial Diseases under the Act, effective November 15, 1944.

Compensation is now payable for subcutaneous cellulitis over the patella or pre-patellar bursitis (beat knee) not only when it arises from employment in mining, shipbuilding, and construction, as formerly, but also where it is due to employment in other processes or industries in which injury is caused by frequent kneeling.

Dermatitis, developing from any process or industry involving contact with cedar-bark fluff or palco wool, is added to the Schedule.

New Brunswick Steam Boiler and Pressure Vessel Act

Regulations made under the Act (L.G., 1943, p. 1205) have been amended by an Order made October 31, 1944, and gazetted January 3, 1945.

A new sub-section is added to the section regarding interpretation, stipulating that "boiler horse power" means boiler horse power as calculated from the following formula:—

- (1) 15 square feet of heating surface in return tubular boilers;
- (2) 12 square feet of heating surface in internally fired boilers;
- (3) 10 square feet of heating surface in water tubular boilers;
- (4) The input of 10 K.W. hours in electric boilers.

A new sub-section is added to the section governing qualification of candidates, stipulating that no person may be a candidate for examination as a First Class Stationary Engineer unless the person has been the holder of a valid Second Class Stationary Engineer's Licence for at least one year. No person may be a candidate for examination as a Second Class Stationary Engineer unless he has held a valid third class licence for at least one year. A candidate for examination as a third class Stationary Engineer must have had at least one year's experience in the operation of a steam plant. No person may be a candidate for examination as a Stationary Boilerman unless he has had three months' practical experience in the operation of a boiler.

The section concerning classification of certificates and candidates is repealed, and a new section substituted under the heading, "Classification of Successful Candidates and Granting of Licences to such Candidates". Every successful candidate for a certificate of competency must be classified according to the type of examination and qualifications of the candidate.

A First Class Stationary Engineer must be granted a licence to operate or have charge of

a steam plant of any boiler horse power. A Second Class Stationary Engineer must be authorized to have charge of a steam plant, whose boiler horse power is less than 600 and which authorizes him to operate a steam plant of any boiler horse-power. A Third Class Engineer must be authorized to operate a steam plant whose horse power is less than 600. A Stationary Boilerman must be granted a licence authorizing him to operate or have charge of a boiler only, the horse power of which is less than 100. A Boiler Inspector must be authorized to inspect a boiler and to issue a certificate, valid for one year, that the boiler is suitable for use.

In any prosecution under the Act no person may be deemed to possess a certificate or licence of competency unless he is the holder of a valid licence, issued under the Regulations, authorizing him to perform certain duties.

The section governing fees to be paid under the Act, is repealed, and the following provisions are substituted. A candidate for a certificate or licence must pay in advance to the Provincial Secretary-Treasurer an examination fee of \$10 for a Boiler Inspector's and for a First Class Stationary Engineer's Licence; \$7 for a Second Class Stationary Engineer; \$5 for a Third Class Stationary Engineer; \$3 for a Boilerman; and \$2 for any re-examination. The fee payable to the Provincial Secretary-Treasurer for renewal of any licence is \$1.50. The fee for issuance of any licence without examination is \$1.50 where the certificate is issued to the holder of a valid licence during any of the years 1942, 1943 or 1944; where the person was a member of the Armed Forces or a Merchant Seaman during the present war and was the holder of a valid certificate in 1942, 1943 or 1944 or at the time of his enlistment, providing that in the case of a Merchant Seaman, the date of his entry into the service was not prior to September, 1939. A \$5 fee for issuance of a licence without examination is payable where any person has had special engineering training in a recognized University, or has had practical experience in the construction or repair of boilers or auxiliary equipment without regard to practical experience, for any class of licence the Board of Examiners deems advisable. Any person holding a valid licence issued under authority by any province in Canada, may be issued the class of licence, with or without examination, that the Board deems reasonable, upon application and payment to the Board.

During the temporary absence of a Stationary Engineer due to sickness or holidays, the holder of a licence of not more than one class lower may operate or take charge of a steam

plant for a period not exceeding 21 days in any one year, unless special application is made to the Board.

Quebec Minimum Wage Act

Renewals: The following Ordinances have been renewed until February 1, 1946, by Orders made December 15, 1944, and gazetted January 20, 1945: Order No. 8 Revised, made

December 20, 1940, and gazetted December 28 (L.G., 1941, p. 31) governing the cotton textile industry; Order No. 22 Revised, made December 7, 1939, and gazetted December 16 (L.G., 1940, p. 22) governing the manufacturing of bricks and building blocks; and Order No. 27 issued December-28, 1939, and gazetted January 20, 1940, (L.G., 1940, p. 123) governing the canning industry.

Legal Decisions Affecting Labour

Driver of Street Railway Company's Bus Held Liable in Manitoba for Injury to Workman Employed by Another Company

ON October 18, 1944, the Manitoba Court of King's Bench awarded damages of \$1,788 to the dependents of an employee of the Canadian National Railways who was killed by a bus owned by the Winnipeg Electric Co. The action was brought by the administratrix of the workman's estate who charged the bus driver with negligence in the operation of the bus. No action had been brought against the employer of the defendant driver and no claim for compensation had been made under the Workmen's Compensation Act.

The ground taken by the defence was that the claim was barred by section 5, subsections (1) and (6) of the Workmen's Compensation Act. Subsection (1) declares that a worker or his dependents may either claim compensation or bring action if he is injured through the negligence of some person other than his own employer. Subsection (6) denies to such a workman or his dependents right of action against an employer (other than his own employer) of another workman, through whose negligence the accident happened.

Mr. Justice Donovan, in giving judgment, declared that the question at issue was whether the Act, by depriving the workman of right of action against the employer of the other workman, had also taken away his right of action against that workman. He considered that subsection (1) presented alternative courses rather than joint or joint and several courses. The injured workman or the administrator of his estate, in case of his death, might for sufficient reasons prefer to sue the workman or employer rather than accept such compensation as might be allowed him under the Act.

It was held that the Legislature under section 5 (6) of the Workmen's Compensation Act had intervened to relieve the employer and to that extent expressly took away an existing right from the injured workman. It

had refrained, however, from taking away any right of action against any of the workmen of the employer who might otherwise be liable. The plaintiff's action was not barred by the provisions of the Statute relied upon by the defence.

The evidence showed that it was the negligence of the defendant which caused the death of the workman.

The claim for damages was only for loss of expectation of life, under the Trustee Act. The deceased was 64 years of age. General damages of \$1,500 and special damages of \$288 with costs of the action were awarded to the plaintiff. *Lytwyn v. Vincent.* (1942) 3 Western Weekly Reports 452.

Quebec Court Orders Refund of Amount deducted from Wages of Employee to offset Compensation Payments

On June 23, 1944, Mr. Justice Cousineau, in the Superior Court of Quebec, awarded to an employee of the Gatineau Power Company a claim for \$1,299.60 retained from his wages over a period of five years, to offset payments which he received from the Workmen's Compensation Commission as compensation for injury.

In October, 1935, the plaintiff was awarded compensation for 40 per cent permanent disability as a result of an accident while he was in the service of the defendant Company. At the time of the accident the plaintiff was receiving 27 cents an hour and in July, 1936, he resumed work for the Company as a sub-operator, at the same wage. From November, 1936, he appeared on the Company's books as a permanent regular operator employed by the month.

It was proved that the wage of regular operators doing the same work as the plaintiff was, at that time, \$90 a month, but the plaintiff was paid only \$63.34 per month, the Company having deducted \$21.66 representing 40 per cent disability, as computed by the Workmen's Compensation Commission.

During the whole course of his employment, a period of 64 months, the plaintiff had done the same work as the other operators who were employed by the Company and received \$90 per month while he received only \$68.34 and he accordingly claimed the difference.

The defendant Company alleged that the plaintiff had consented to the deductions and that he had been paid the wage agreed upon. The plaintiff based his claim on the section of the Workmen's Compensation Act voiding all agreements which are contrary to the provisions of the Act and which have the effect of preventing the injured workman or his dependents from receiving and enjoying the full amount of the compensation provided by the Act, either directly or indirectly.

The Court found that this section applied to the present case. The defendant Company benefited from the plaintiff's work as operator to the extent of 100 per cent and deducted 40 per cent from his wage. In order to obtain the full payment for his work the plaintiff had to add the amount of his compensation payment to his wages. The defendant had actually, therefore, profited by the compensation payments for five years. The trial Judge declared the action of the defendant company to be illegal and immoral and forbidden by law. It had the effect of preventing the plaintiff from receiving his indemnity and having the full enjoyment of it. Under section 18 of the Act the employer must reimburse the employee for the full amount deducted. The plaintiff was therefore entitled to be reimbursed for the sum of \$21.66 per month for 60 months, amounting to \$1,299.60, with interest from May 5, 1942.

The Court held that there was no question of short prescription. Prescription by thirty years was the only one which applied. Furthermore the defendant Company could not plead prescription in view of the provisions of Section 16 of the Workmen's Compensation Act, which voids agreements contrary to the Act.

There was no question either of acquiescence, as inquiry had shown that the plaintiff had protested at each payment and the manager had admitted that refusal to reimburse him had been the cause of the plaintiff's leaving his job.

It was a fact that the defendant company had benefited from the plaintiff's work for five years to the extent of 40 per cent without paying for it. If the Company had made an error in the calculation of the wage it was unjust that they should profit by it. Judgment was given for the full amount of the claim.

Legault & Gatineau Power Co. (1944)
Rapports Judiciaires de Quebec, Cour Supérieure, 368.

English Court Holds Fencing of Dangerous Machinery as Securely as is Consistent with Work it is to do is not Sufficient Compliance with Factories Act.

This case, which was an appeal by way of case stated brought by one of His Majesty's Inspectors of Factories against the dismissal by the justices at Redditch of an information laid against the occupiers of a factory, was reported in the British Ministry of *Labour Gazette* for November, 1944.

The case arose owing to injuries to a boy of 15 who was operating a power press used to cut off the ends of springs. Although an implement was provided, the boy put his fingers in the machine to remove some pieces of wire. In reaching forward he slipped and started the machine which crushed the top of his finger. There was a safety catch on the press and if the boy had put this on before putting his fingers in the press it could not have been operated.

The information laid against the occupiers of the factory alleged that, in contravention of Section 14 (1) of the Factories Act, a dangerous part of the machinery, namely, the tools of the power press, was not securely fenced and in consequence the boy had suffered injury for which the occupiers were liable.

On the hearing before the Justices, the defendants contended that the fences were adequate and were the only type practicable in view of the use to which the machine was being put and that the boy's injury was due to his deliberate failure to use the clearing tool and using his hand instead. The justices were of opinion that the machine was securely fenced, having regard to the work it had to do, and dismissed the information.

The Divisional Court unanimously allowed the inspector's appeal. The Lord Chief Justice said that for some time a question had arisen as to whether secure fencing must be provided if the result was to make the machine useless either commercially or mechanically for the purpose for which it was designed. He cited a case in which the late Mr. Justice Salter had said "The workman is entitled to have secure fencing in fact. The observations of the jury to the effect that secure fencing is commercially and mechanically impracticable are irrelevant." The Lord Chief Justice said further that the Court of Appeal had held (apart from cases, of which this was not one, where the absolute provisions of the section had been modified by regulations) that this was a correct statement of the law and was therefore binding on the Court. The evidence in the present case showed that the fencing was not sufficient to prevent injury. Machinery must be securely fenced and the justices, in finding that it was securely fenced

for the purposes for which it was used, had arrived at a decision which was irrelevant for the purposes of the case. His Lordship said he could not help observing that this emphasis upon the absolute nature of the provision contained in section 14 of the Factories Act might have the effect of hampering the use of machines but that consideration ought not to weigh with the Court.

Mr. Justice Humphrey said, that the section provided that "every dangerous part of any machinery . . . shall be securely fenced." It did not say that a dangerous machine is to be fenced as securely as possible or only so far as will leave it commercially or mechanically usable.

Dennistown v. Charles E. Greenhill Limited,
Divisional Court, 12th October, 1944.

Conference on Labour Legislation in United States

Recommendations on Social Security, Accident Prevention, Wages and Hours, and Labour Relations

THE Eleventh National Conference on Labour Legislation, which met at Washington, December 12-14, on the invitation of the United States Secretary of Labour, was attended by Governors' representatives from more than 35 States. Among the resolutions adopted was a recommendation that social security legislation be extended to protect workers who are not now covered, including federal employees and the self-employed, to provide income to help make up for that lost through sickness, and to conform to accepted minimum national standards.

The members urged that appropriations for State Labour Departments should be sufficient to ensure an adequate inspection staff so that a regular inspection of all establishments subject to State labour laws could be made at least annually and also such additional inspections as are necessary owing to special hazards, accidents, or complaints. It was also urged that appropriations for the Division of Labour Standards should permit an extension of its training program for State safety and health inspectors. A close working relationship between Federal and State Labour Departments in the administration of laws relating to wages, hours, child labour, home work and safety and health, was also recommended. Suggestions for improving labour conditions of migratory workers included licensing of labour camps and establishing standards of housing, health and welfare for them, as well as effective control of recruitment of such workers.

Recommendations relating to workmen's compensation included: protection of all wage earners in public and private employment, with benefit for all occupational disabilities, establishment of minimum weekly compensation rates adequate to meet subsistence needs of injured workers, provision of second injury funds to encourage employment of handicapped workers, and removal of limitations on the amount of medical service to be supplied.

A nation-wide campaign to reduce industrial accidents was advocated with the State and Federal Governments, management and labour contributing. It was suggested that each State should have a basic labour law making employers responsible for maintaining safe and healthful conditions, a safety code, in the formulation of which management and labour should participate, and an adequate enforcement staff. The conference advocated provision by the Federal Government of additional advisory and consultative service to State Labour Departments, including technical assistance in the preparation of safety and health codes, assistance in the training of factory inspectors, distribution of safety information, encouragement of labour participation in accident prevention and plant safety programs, preparation of data on scientific engineering control methods and practices, and grants-in-aid to the States to further their efforts for health and safety. It was noted that representatives of organized labour had participated in plant safety committees with much success and the Conference urged their increasing assistance in safety matters. It was recommended that the U.S. Secretary of Labour ask the national leaders of organized labour to urge their membership to take advantage of courses of training in accident prevention made available by the Federal Department of Labour in collaboration with the Office of Education and to lend their active assistance and co-operation in the nation-wide drive for a 40 per cent reduction of the accident rate.

Recommendations relating to wages and hours included a basic minimum wage for women and minors, with a provision that no man should be paid less than the minimum and that the minimum rate should be raised on recommendation of industry wage boards representing employers, workers and the public. It was urged that where possible relaxation of laws relating to hours should end on V-day

or earlier, that working hours of women and minors should be limited and a weekly rest-day, a minimum lunch period of 30 minutes, and penalty overtime for hours in excess of 8 per day and 40 per week provided for all workers. As to "equal pay" the Conference recommended that the principle of "the rate for the job" be embodied in legislation covering all workers and occupations and providing for wage rates based on job content and not in the sex of the worker. On "women's jobs" where no comparison between work of men and women is involved it was recommended that minimum wage rates be established.

The Conference advocated the abolition of home work, recommending that it be prohibited at once in States where it is not extensive and gradually done away with in other States.

The Conference reaffirmed recommendations of the 1941 Conference that provisions for the peaceful settlement of disputes and prevention of work stoppages, including grievance procedure, voluntary arbitration and conciliation should be written into all union agreements and that unions should give serious attention to training of stewards, committee men and other representatives in collective

bargaining techniques. It was also urged that labour and veterans' organizations should co-operate in developing programs, based on collective bargaining, for assimilation of veterans into civilian employment at their highest skill with special attention to rehabilitation of the wounded. It was also recommended that voluntarily negotiated wage increases which do not involve a price increase should not require the approval of the National War Labour Board.

The Conference urged a 16-year minimum age for all employment during school hours and for employment in manufacturing mechanical and processing establishments at any time, with a 14-year minimum for employment outside school hours and during holidays, prohibition of employment of children under 16 between 6 p.m. and 7 a.m. and of minors 16 and 17 years of age between 10 p.m. and 7 a.m. For persons under 18 an 8-hour day and 40-hour week with a weekly rest-day and provision for a daily meal period of at least 30 minutes was advocated and also a maximum of 8 hours a day for combined school and work, prohibition of employment in hazardous occupations and a requirement of employment certificates.

Guide to Labour Law for Supervisors and Shop Stewards in the United States

A new Bulletin (No. 66A), entitled "A Guide to Labour Legislation for Supervisors and Shop Stewards," has been issued by the Division of Labour Standards of the United States Department of Labour. In the letter of transmittal, the Director of the Division states that the Guide is intended to assist representatives of labour and management who are responsible for maintaining good industrial relations and who often find themselves handicapped by inadequate knowledge of labour laws and of the services available to them from Government agencies.

A summary is given of the principal Federal labour laws and regulations which are of general application and also of emergency war-

time legislation. The services available in the Department of Labour and the agencies set up to deal with wartime problems are described. Sections are devoted to veterans' legislation dealing with employment and labour matters and to the labour branches of the War and Navy Departments and the Maritime Commission.

The Bulletin is in loose-leaf form so that pages may be added or removed for local revisions or adaptations. It is stated that digests of State labour laws have been prepared on loose-leaf pages for insertion in the Guide and may be obtained from the Division of Labour Standards.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month give the following information concerning Employment and Unemployment across Canada.

The employment situation at the beginning of December as reported by employers.—Industrial employment at the beginning of December showed further expansion on a scale which was greater than that indicated in the preceding monthly report; but remained at a lower level than at December 1, 1943, according to the Dominion Bureau of Statistics.

The general index number of employment at December 1, 1944, stood at 185.7, as compared with 183.8 in the preceding month and 190.5 at December 1, 1943 (based on the 1926 average as 100).

The weekly per capita earnings showed a decline at December 1, 1944, averaging \$32.19 as compared with \$32.29 at November 1, 1944, and \$31.61 at December 1, 1943.

The Bureau's reports come from firms employing fifteen or more employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports for December were received from 15,018 establishments in the eight leading industries with staffs totalling 1,887,752.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased substantially. During December, 1944, there were 13,770 claims filed as compared with 11,798 during November. December's total exceeded that of any of the other months during 1944, February coming next with a total of 12,284.

Applications for employment; vacancies and placements, December, 1944.—Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the four weeks December 1 to December 28, 1944, showed a marked decline in business transacted when compared with the four-week period Novem-

ber 3 to November 30, 1944, and a minor reduction when compared with the four weeks December 3 to December 30, 1943. Manufacturing was mainly responsible for the loss under the first comparison though all industrial groups except fishing, hunting and trapping recorded declines and the reduction in forestry and logging and trade were substantial. In comparison with the four weeks December 3 to December 30, 1943, moderate increases were shown in public utilities, services, and forestry and logging but all other industrial divisions showed decreases, the largest being in manufacturing and trade. Vacancies during the four weeks ending December 28, 1944, numbered 149,643, applications 156,930 and placements in regular and casual employment 106,916.

Unemployment in trade unions.—The percentage of unemployment among trade union members increased fractionally between October and January, though remaining less than one per cent. At the beginning of January the figure was 0.6 per cent, while at October 1, 1944, the last quarterly date, the figure had been 0.3. Compared with the preceding year, however, unemployment was somewhat less, the figure at the beginning of January, 1944, having been 0.8 per cent. At the beginning of 1939 unemployment had been 16.2 per cent.

The January, 1945, figure was based on returns received from 2,332 labour organizations having a total membership of 409,338 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at June 1, 1944, has been made by the Research and Statistics Branch of the Department of Labour. At that date it is estimated that 4,232,000 persons, 14 years of age and over, were gainfully occupied of whom 3,232,000 were in non-agricultural industry, including 975,000 in war industry. In addition there were 784,000 persons in the Armed Forces.

The Employment Situation at the Beginning of December, 1944, as Reported by Employers

INDUSTRIAL employment at the beginning of December showed further expansion, on a scale which was greater than that indicated in the preceding monthly report, also exceeding the gain which had taken place at December 1, 1943. Improvement at the beginning of December is contra-seasonal according to pre-war experience, although the trend was favourable at that date in 1941, 1942 and 1943. The

and wages. The per capita earnings showed a slight reduction, from \$32.29 at November 1, to \$32.19 at the date under review.

The general index number of employment at December 1, 1944, stood at 185.7, as compared with 183.8 in the preceding month, and 190.5 at December 1, 1943. The 1926 average equals 100 in calculating these indexes. Since the increase at the date under review was contrary

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Dominion Bureau of Statistics, in its latest survey, tabulated data from 15,018 employers in the eight leading industries, whose working forces totalled 1,887,752, as compared with 1,867,727 at November 1. The weekly payrolls disbursed amounted to \$60,770,994, as compared with \$60,314,032 in the preceding report. There was thus a rise of 1.1 per cent in the number of employees, accompanied by that of 0.8 per cent in the reported salaries

to the usual seasonal tendency, the seasonally-adjusted index showed a further rise, standing at 181.3, as compared with 175.9 in the preceding report. Employment was lower by 2.5 per cent than at the beginning of December in 1943, since when the index number of payrolls has fallen by 0.8 per cent.

The greatest advance at December 1, 1944, was in logging, in which was reported the employment of an additional 18,294 persons,

and in trade, in which the increase of 10,116 was also above the average at December 1. There were smaller but important gains in employment as compared with November 1 in mining and transportation. On the other hand, activity in manufacturing showed a contraction, due partly to seasonal causes. There were large reductions in iron and steel plants, from which over 5,100 men and women were laid off; lumber and vegetable food factories also released employees. The decline in manufacturing was in accordance with the usual seasonal movement in the pre-war period, although it was at variance with the gains indicated at December 1 in earlier years of the war.

Payrolls

The aggregate payroll of \$60,770,994, already mentioned as having been disbursed in weekly

salaries and wages at December 1 by the co-operating employers, was 0.8 per cent higher than the sum of \$60,314,032 paid at the beginning of November. The weekly per capita earnings showed a decline at the date under review, averaging \$32.19, as compared with \$32.29 at November 1; at the beginning of December, 1943, the figure was \$31.61, while in 1942 and 1941, the December 1 averages were \$30.06 and \$27.32, respectively.

Including the data received from financial institutions, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,954,237, as compared with 1,934,272 at the beginning of November. The amounts received in weekly earnings by these persons were stated as \$62,926,391 paid on or about December 1, and \$62,472,963 paid on or about November 1.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1. 1941.....	100.0	100.0	\$25.25	100.0	100.0	\$25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.4	27.32	112.1	123.1	28.15
Jan. 1. 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1. 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.5	174.0	32.86
Jan. 1. 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.76
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35

The average weekly earnings in the nine main industries, including finance, were \$32.20, as compared with \$32.30 at the beginning of November, 1944, \$31.61 at December 1, 1943, \$30.08 at December 1, 1942, and \$27.40 at December 1, 1941.

Table II summarizes the latest statistics of employment and payrolls for the leading indus-

trial groups, the provinces and economic areas and the 20 leading industrial cities, and gives comparisons as at November 1, 1944, and December 1, 1943, where these are available.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at December 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at December 1, and November 1, 1944, with Comparative Figures for December 1, 1943, Where Available, Based on June 1, 1941, as 100 p.c.

(The latest figures are subject to revision.)

Geographical and Industrial Unit	No. of Employees Reported at Dec. 1, 1944	Aggregate Weekly Payrolls at Dec. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of					
			Per Capita Weekly Earnings at			Employment			Aggregate Weekly Payrolls		
			Dec. 1, 1944	Nov. 1, 1944	Dec. 1, 1943	Dec. 1, 1944	Nov. 1, 1944	Dec. 1, 1943	Dec. 1, 1944	Nov. 1, 1944	Dec. 1, 1943
(a) PROVINCE											
Maritime Provinces.....	146,469	4,493,310	30.68	31.00	29.23	125.9	122.8	131.0	177.0	174.4	176.2
Prince Edward Island.....	2,751	74,331	27.02	26.82	25.02	124.6	123.5	116.9	159.6	157.0	136.5
Nova Scotia.....	87,590	2,826,402	32.27	32.70	30.69	125.3	121.8	131.2	179.7	176.9	180.0
New Brunswick.....	56,128	1,592,577	28.37	28.59	27.11	127.4	124.8	131.9	173.2	171.0	171.6
Quebec.....	586,502	17,969,561	30.64	30.93	30.04	125.6	125.0	132.4	160.8	161.7	166.3
Ontario.....	775,064	25,644,299	33.09	33.06	32.65	116.6	115.5	116.9	142.2	140.5	140.5
Prairie Provinces.....	208,950	6,734,711	32.23	32.22	31.16	118.4	115.4	117.1	145.3	141.7	139.5
Manitoba.....	96,919	3,091,390	31.90	31.61	30.74	118.1	115.4	114.4	142.0	137.5	132.7
Saskatchewan.....	41,326	1,264,272	30.59	30.58	29.25	114.1	111.3	110.6	138.5	135.2	129.4
Alberta.....	70,705	2,379,049	33.65	34.03	32.77	121.3	117.8	125.3	154.6	151.3	155.4
British Columbia.....	170,767	5,929,113	34.72	34.67	35.10	135.3	135.3	143.7	166.1	166.0	179.8
CANADA.....	1,887,752	60,770,994	32.19	32.29	31.61	121.6	120.4	124.1	152.1	151.0	153.4
(b) CITIES											
Montreal.....	282,689	9,212,419	32.59	32.52	31.97	129.6	130.5	138.5	165.6	166.4	173.9
Quebec City.....	35,780	1,035,146	28.93	31.29	29.14	151.2	160.9	173.8	210.7	242.5	245.2
Toronto.....	256,443	8,352,931	32.57	32.51	32.38	129.2	128.4	151.4	156.3	155.1	158.5
Ottawa.....	22,897	646,985	28.26	28.33	27.18	114.7	113.4	115.7	140.3	139.0	136.6
Hamilton.....	60,900	2,035,084	33.42	33.33	33.31	114.6	112.7	112.9	139.1	136.4	136.7
Windsor.....	39,810	1,731,486	43.49	43.37	42.51	125.9	124.7	131.5	144.7	142.6	146.8
Winnipeg.....	63,758	1,861,561	29.20	28.72	28.80	123.8	120.0	120.5	142.5	135.9	137.2
Vancouver.....	83,715	2,792,045	33.35	33.23	34.06	163.9	161.4	179.0	207.4	203.3	233.5
Halifax.....	25,723	795,394	30.92	30.48	.....	153.5	144.6	.....	202.4	187.9	.....
Saint John.....	13,980	414,379	29.64	29.68	.....	133.6	133.6	.....	186.1	186.4	.....
Sherbrooke.....	9,189	246,663	26.84	25.69	.....	107.2	106.1	.....	137.1	129.9	.....
Three Rivers.....	9,765	283,786	29.06	28.71	.....	127.2	125.2	.....	149.3	151.9	.....
Kitchener-Waterloo.....	15,942	474,612	29.77	30.16	.....	109.7	107.6	.....	144.4	143.5	.....
London.....	21,428	629,019	29.36	29.45	.....	121.0	118.7	.....	141.3	139.0	.....
Fort William-Port Arthur.....	16,296	586,540	35.99	38.38	.....	116.4	120.9	.....	156.4	173.2	.....
Regina.....	10,607	287,371	27.09	27.21	.....	118.0	113.0	.....	139.2	133.9	.....
Saskatoon.....	6,025	159,125	26.42	26.49	.....	126.7	121.4	.....	148.7	142.9	.....
Calgary.....	17,646	546,423	30.97	30.55	.....	117.9	114.9	.....	142.7	137.3	.....
Edmonton.....	17,462	505,295	28.94	29.39	.....	134.5	130.5	.....	161.8	159.5	.....
Victoria.....	14,057	464,194	33.02	32.37	.....	168.3	167.2	.....	221.6	215.7	.....
(c) INDUSTRIES											
Manufacturing.....	1,153,869	38,486,809	33.35	33.20	32.86	131.0	131.7	137.4	168.0	168.1	174.0
Durable Goods.....	607,585	22,375,366	36.83	36.67	36.12	142.5	144.2	160.2	187.2	188.7	206.6
Non-Durable Goods.....	527,929	15,481,342	29.23	28.99	28.35	121.2	120.9	116.9	149.3	147.5	140.0
Electric Light and Power.....	18,355	680,101	37.05	37.35	36.27	96.2	96.8	95.1	110.5	112.1	107.0
Logging.....	90,095	2,253,632	25.01	25.76	24.37	190.1	151.5	151.7	239.3	196.4	188.7
Mining.....	71,255	2,835,514	39.79	39.48	37.37	85.5	84.2	89.2	108.0	105.5	105.8
Communications.....	29,640	919,967	31.04	31.15	30.20	113.8	113.9	107.6	130.4	131.0	119.9
Transportation.....	159,796	6,173,734	38.64	38.28	35.84	125.7	125.1	121.2	151.4	149.7	135.9
Construction and Maintenance.....	139,729	4,158,610	29.76	30.60	29.71	78.8	81.1	92.3	102.7	108.7	120.0
Services.....	47,510	941,511	19.82	19.70	18.97	119.7	119.7	115.5	145.2	144.2	135.6
Trade.....	195,858	5,001,217	25.53	26.04	25.23	114.5	108.6	108.4	125.2	121.0	117.2
Eight Leading Industries.....	1,887,752	60,770,994	32.19	32.29	31.61	121.6	120.4	124.8	152.1	151.0	153.4
Finance.....	66,485	2,155,397	32.42	32.44	31.48	110.7	110.8	108.1	124.5	124.7	118.2
Total—Nine Leading Industries.....	1,954,237	62,926,391	32.20	32.30	31.61	121.2	120.0	124.1	151.0	149.9	151.9

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table 1 shows that in the period for which data are available, there has been an increase of 21.6 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly payrolls of these employees have risen by 52.1 per cent. Including finance, the gain in employment from June 1, 1941, to December 1, 1944, amounted to 21.2 per cent, and that in payrolls to 51.0 per cent. The reasons previously given for the much greater rise in the latter than in employment may again be stated:—(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944; (3) the progressive up-grading of employees

as they gain experience in their work; and (4) the granting of higher wage rates in numerous cases.

For obvious reasons, the growth in employment and payrolls in manufacturing in the period of observation has greatly exceeded that in the non-manufacturing industries, the index of employment in the former having risen by 31 per cent from June 1, 1941, to December 1, 1944, and that of payrolls, by 68 per cent. The weekly earnings of the typical individual engaged in factory work have increased by 30.4 per cent, while the all-industries' average has risen by 27.5 per cent. The factors given above as influencing the all-industries trends operate with greater force in the case of the manufacturing group.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,
(AVERAGE CALENDAR YEAR 1926=100)
(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1928.....	116.7	108.1	.....	.....	.....	112.6	119.7	125.3	.....	.....	.....	107.9
Dec. 1, 1929.....	119.1	113.3	.....	.....	.....	118.4	123.1	119.0	.....	.....	.....	108.3
Dec. 1, 1930.....	108.5	109.5	.....	.....	.....	106.7	108.2	118.6	.....	.....	.....	100.0
Dec. 1, 1931.....	99.1	112.7	.....	.....	.....	94.7	99.3	106.0	.....	.....	.....	90.5
Dec. 1, 1932.....	83.2	83.8	.....	.....	.....	82.9	84.1	86.7	.....	.....	.....	73.5
Dec. 1, 1933.....	91.8	93.4	.....	.....	.....	92.4	93.3	89.3	.....	.....	.....	85.4
Dec. 1, 1934.....	98.9	106.9	.....	.....	.....	96.4	101.7	94.3	.....	.....	.....	92.9
Dec. 1, 1935.....	104.6	107.5	.....	.....	.....	103.8	107.0	101.3	.....	.....	.....	99.3
Dec. 1, 1936.....	110.1	115.3	.....	.....	.....	112.6	112.9	98.6	.....	.....	.....	101.5
Dec. 1, 1937.....	121.6	122.5	79.4	127.6	118.9	129.6	125.8	100.5	96.0	99.8	108.0	107.5
Dec. 1, 1938.....	114.0	109.8	85.4	121.5	97.2	121.7	114.4	103.5	95.4	114.1	108.9	105.8
Dec. 1, 1939.....	122.7	123.0	90.6	132.1	113.8	130.3	124.5	108.9	102.2	113.1	116.4	110.0
Dec. 1, 1940.....	139.1	133.2	106.1	142.7	123.4	149.7	142.7	118.8	110.2	123.0	129.4	123.6
Dec. 1, 1941.....	168.8	187.9	117.5	204.4	171.7	179.8	174.0	135.5	129.5	132.7	146.9	144.5
Dec. 1, 1942.....	186.5	195.4	108.6	220.4	169.6	202.2	188.2	141.9	139.1	136.2	149.9	187.4
Dec. 1, 1943.....	190.5	199.6	125.2	220.3	178.0	208.3	188.6	150.3	142.6	140.9	168.5	193.7
Jan. 1, 1944.....	185.7	186.3	128.0	196.9	176.4	201.3	185.4	149.5	141.6	137.5	169.7	190.2
Feb. 1.....	183.2	177.1	126.8	189.9	163.9	184.8	185.4	145.1	139.6	129.5	163.8	188.0
Mar. 1.....	181.7	175.1	132.7	190.6	157.9	187.1	183.9	142.3	136.9	129.0	159.4	186.3
Apr. 1.....	180.5	177.3	140.5	190.7	162.4	184.2	182.9	142.6	139.2	130.3	156.0	184.7
May 1.....	178.2	176.6	123.1	200.3	149.5	180.4	180.8	141.0	138.2	130.6	152.2	183.3
June 1.....	180.5	178.2	133.6	197.4	156.4	184.3	182.1	145.2	141.6	138.6	155.3	183.6
July 1.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
Aug. 1.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Sept. 1.....	185.5	184.5	134.4	199.2	168.8	200.0	186.5	150.3	143.3	145.5	164.0	188.1
Oct. 1.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	185.6
Nov. 1.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.7	143.9	141.8	158.5	182.5
Dec. 1.....	185.7	191.8	133.5	210.4	171.8	197.6	188.0	151.9	147.3	145.3	163.2	182.5
Relative weight of Employment by Provinces and Economic Areas at December 1, 1944.....	100.0	7.7	.1	4.6	3.0	31.1	41.1	11.1	5.1	2.2	3.8	9.0

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which like-

wise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in different industries is obviously an exceedingly important factor.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision.)

Industries	Relative Weight	Dec. 1 1944	Nov. 1 1944	Dec. 1 1943	Dec. 1 1939
Manufacturing	61.1	220.1	221.3	230.9	122.2
Animal products—edible.....	2.5	232.0	232.6	209.4	144.0
Fur and products.....	.1	134.8	129.1	125.6	114.2
Leather and products.....	1.5	136.8	135.7	137.1	125.7
Boots and Shoes.....	.9	124.6	123.6	123.1	123.9
Lumber and products.....	3.5	120.7	123.3	117.4	84.1
Rough and dressed lumber.....	1.8	96.3	100.2	91.6	69.6
Furniture.....	.7	129.2	126.5	110.2	91.6
Other lumber products.....	1.0	204.2	207.2	221.3	125.5
Musical instruments.....	.03	29.3	27.7	33.8	56.2
Plant products—edible.....	3.2	185.0	189.9	166.9	138.5
Pulp and paper products.....	4.6	138.4	138.1	134.8	113.1
Pulp and paper.....	2.0	122.6	124.0	120.2	99.4
Paper products.....	.9	214.1	212.3	214.0	147.4
Printing and publishing.....	1.7	133.7	131.7	127.9	118.8
Rubber products.....	1.2	179.2	173.8	139.5	116.0
Textile products.....	7.3	159.2	157.7	157.6	135.7
Thread, yarn and cloth.....	2.6	159.0	156.8	158.7	149.8
Cotton yarn and cloth.....	1.2	111.6	109.6	114.8	115.2
Woollen yarn and cloth.....	.6	167.7	166.6	171.6	160.6
Artificial silk and silk goods.....	.6	615.2	608.4	564.2	495.1
Hosiery and knit goods.....	1.2	147.5	146.2	146.9	140.8
Garments and personal furnishing.....	2.6	159.6	158.6	158.7	124.1
Other textile products.....	.9	177.0	175.6	167.4	119.7
Tobacco.....	.6	132.2	131.2	134.8	100.5
Beverages.....	.8	261.8	269.4	237.8	173.1
Chemicals and allied products.....	4.2	616.0	616.5	628.1	180.8
Clay, glass and stone products.....	.8	133.0	131.6	139.6	94.6
Electric light and power.....	1.0	144.2	145.1	142.6	139.8
Electrical apparatus.....	2.5	319.9	323.6	333.0	139.8
Iron and steel products.....	22.4	309.4	313.2	351.4	111.7
Crude, rolled and forged products.....	1.8	250.1	246.9	265.7	156.0
Machinery (other than vehicles).....	1.3	222.3	218.1	231.0	124.7
Agricultural implements.....	.6	132.4	130.6	130.1	63.2
Land vehicles and aircraft.....	9.6	285.4	288.9	309.3	101.4
Automobiles and parts.....	2.3	292.7	291.3	306.4	154.9
Steel shipbuilding and repairing.....	3.3	1,460.4	1,460.2	1,633.5	70.9
Heating appliances.....	.3	181.8	178.1	170.1	139.7
Iron and steel fabrication (n.e.s.).....	1.2	308.3	313.0	302.9	132.4
Foundry and machine shop products.....	.5	235.2	236.1	281.3	122.0
Other iron and steel products.....	3.8	340.5	347.4	426.2	121.4
Non-ferrous metal products.....	3.0	399.9	403.3	504.7	167.9
Non-metallic mineral products.....	.8	208.0	207.5	213.6	165.7
Miscellaneous.....	1.1	359.8	356.5	373.2	154.2
Logging	4.8	300.9	239.8	240.2	263.6
Mining	3.7	151.5	149.2	158.1	171.3
Coal.....	1.4	97.4	95.7	100.4	96.0
Metallic ores.....	1.7	258.1	253.2	286.7	354.4
Non-metallic minerals (except coal).....	.6	170.4	171.3	155.1	138.8
Communications	1.6	110.6	110.7	104.6	85.5
Telegraphs.....	.4	129.5	129.1	128.2	96.8
Telephones.....	1.2	105.4	105.6	98.2	82.4
Transportation	8.5	124.2	123.9	119.7	89.7
Street railways and cartage.....	2.5	189.5	188.6	179.6	135.0
Steam Railways.....	4.7	108.0	107.5	105.3	77.0
Shipping and stevedoring.....	1.3	111.2	112.3	105.3	88.0
Construction and Maintenance	7.4	109.5	112.7	128.3	93.8
Building.....	2.3	98.8	102.8	130.9	75.2
Highway.....	3.0	141.1	144.0	165.4	158.1
Railway.....	2.1	91.8	94.6	91.6	52.1
Services	2.5	204.6	204.6	197.4	132.9
Hotels and restaurants.....	1.6	206.4	205.7	197.3	127.6
Personal (chiefly laundries).....	.9	201.4	202.6	197.8	142.3
Trade	10.4	179.5	170.3	169.9	144.7
Retail.....	7.9	190.6	177.7	181.8	151.8
Wholesale.....	2.5	151.9	151.6	139.4	126.0
Eight Leading Industries	100.0	185.7	183.8	190.5	122.7
Finance		128.5	128.6	125.5	.....
Banks and trust companies.....		132.7	132.9	129.8	.....
Brokerage and stock market.....		148.9	150.0	126.3	.....
Insurance.....		121.6	121.5	119.7	.....
Nine Leading Industries		182.9	181.1	187.3	.....

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, January, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

CANADIAN industries reported a net labour demand¹ for 96,205 workers at January 18, 1945. This was 7,579 fewer than the number required at December 21, 1944, one month earlier, and 19,170 less than the shortage of workers at January 20, 1944, the corresponding reporting date one year ago. Approximately 70 per cent of the total demand at January 18 was for male workers, 68,092 of whom were required. This was 6,556 fewer than were needed one month previously. Table I shows net labour demand, by main industry groups and by sex, as at January 18, 1945, with actual and percentage changes in total demand as reported at December 21, 1944.

Net Labour Demand in A and B Priority Industries

Seventy-four per cent of the total labour shortage at January 18, 1945, was in high priority industries, in which 70,828 persons were required; this was 10 per cent fewer than the number needed four weeks earlier. Male labour requirements at January 18, stood at 55,559 as compared with 61,990 at December 21, the decrease being largely due to a lowered demand in logging (from 27,731 to 22,325). Demand for women in high priority industries was smaller by 1,168 than one month previous, 15,269 female workers being required at January 18.

Logging

Employment offices reported a demand for 22,325 men in high priority logging at January 18; this was fewer by 5,406 than the number required one month previously. Sixty-one per cent of the total labour shortage was in pulpwood logging, for which 13,637 men were required. In the Quebec Region alone there was need for 5,785 men for this type of

To meet unsatisfied labour requirements, the supply of workers available, as measured in terms of unREFERRED applicants² at January 19, 1945, totalled 50,724 (32,593 males and 18,131 females). As shown in Table II the demand for workers exceeds the potential supply in all occupational groups except clerical, sales, agricultural and construction workers. Seasonal factors are largely responsible for the surplus of applicants classified as agricultural and construction workers, and the relative demand-supply position will undoubtedly be reversed when operations are resumed in the early spring. Clerical and sales workers are in surplus supply in the western regions and Quebec. In many cases the applicants have not the requisite qualifications and experience for the jobs offered. Ontario and Quebec still report a shortage of qualified stenographers. It is in the skilled and semi-skilled occupations that the greatest discrepancies show up, there being only 15,453 qualified applicants for 50,778 jobs. In particular, textile workers, loggers and miners are in short supply.

logging activity. On the whole, the labour supply in the logging industry has been adequate to ensure a larger cut than last year, and some pulp and paper mills which have been suffering from a shortage of raw materials are expected to benefit.

Mining and Primary Smelting

There was a demand for 4,854 workers in high priority mining and primary smelting at January 18. The Ontario nickel mines reported a labour shortage of 1,015 and workers were still being referred here from neighbouring regions. Labour requirements in coal mining were somewhat easier at January 18, with the Maritime and Prairie Regions in need of 617 and 544 miners respectively. Some difficulty is being encountered in procuring men of sufficient physical stamina for gold and base metal mining.

Manufacturing

The need for workers in high priority manufacturing industries continued to be urgent; there was a demand for 24,259 persons (15,477 males and 8,782 females) at January 18. More than two-thirds of the labour shortage was in the following industries: Textiles and Products,

¹ Net Labour Demand is calculated by deducting unconfirmed referrals from unfilled vacancies. Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated. Unconfirmed Referrals are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

² Applicants who have not been referred to jobs as at the date indicated.

TABLE I—NET LABOUR DEMAND BY INDUSTRY AND BY SEX AS AT JANUARY 18, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from December 21, 1944	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	13,637	20	13,657	-2,698	-16.5
Lumber.....	7,308	15	7,323	-2,067	-22.0
Other Logging.....	1,380	3	1,383	- 643	-31.7
Total.....	22,325	38	22,363	-5,408	-19.5
Mining and Manufacturing—					
Coal Mining.....	1,323	1	1,324	- 177	-11.8
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	977	91	1,068	+ 135	+14.5
Nickel.....	928	—	928	- 533	-36.5
Other Base Metals.....	683	15	698	- 133	-16.0
Other Mining and Oil Producing.....	830	6	836	- 2	- 0.2
Aircraft and Parts.....	624	166	790	- 32	- 3.9
Shipbuilding and Repairs.....	1,877	23	1,900	+ 180	+10.5
Guns and Ammunition.....	1,472	564	2,036	+ 542	+21.0
Mechanical Transport and Armoured Fighting Vehicles.....	375	94	469	- 13	- 2.7
Secondary Metal Industries (excluding Machinery and Equipment).....	1,999	323	2,322	+ 412	+21.6
Electrical Machinery and Equipment.....	524	236	760	- 98	-11.4
Other Machinery and Equipment.....	1,619	156	1,775	- 158	- 8.2
Chemicals and Non-Metallics.....	1,270	1,059	2,329	+ 100	+ 4.5
Food Processing.....	1,164	734	1,898	- 109	- 5.4
Textiles and Products.....	1,598	4,465	6,063	+ 440	+ 7.8
Wood Products.....	1,495	136	1,631	- 784	-32.5
Pulp and Paper.....	619	103	722	- 76	-10.5
Rubber and Leather.....	548	423	1,042	- 60	- 5.4
Other Manufacturing.....	293	300	593	- 106	-15.2
Total.....	20,218	8,895	29,113	-1,556	- 5.1
Construction.....	2,320	26	2,346	- 444	-15.9
Transportation.....	4,261	194	4,455	- 613	-12.1
Other Public Utilities.....	780	441	1,221	+ 132	+12.1
Public and Professional Service.....	2,255	1,907	4,162	+ 470	+12.7
Trade, Finance and Other Service.....	2,648	3,636	6,284	- 62	- 1.0
Total A and B Priority Industries.....	54,807	15,137	69,944	-7,481	- 9.7
C and D Priority Industries—					
Logging.....	21	1	22	+ 9	+69.2
Mining.....	363	—	363	- 104	-22.3
Manufacturing.....	3,801	7,857	11,658	+1,547	+15.3
Construction.....	2,169	28	2,197	- 177	- 7.5
Public Utilities.....	310	26	336	+ 39	+13.1
Trade.....	2,581	1,391	3,972	- 729	-15.5
Finance and Insurance.....	789	412	1,201	+ 66	+ 5.8
Service.....	2,439	3,118	5,557	- 654	-10.5
Total C and D Priority Industries.....	12,473	12,833	25,306	- 3	0.0
GRAND TOTAL.....	67,280	27,970	95,250	-7,484	- 7.3

TABLE II—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JANUARY 19, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,423	312	1,735	1,306	320	1,626
Clerical Workers.....	1,588	2,859	4,447	2,009	4,219	6,228
Sales Workers.....	1,336	859	2,195	1,232	2,590	3,822
Service Workers.....	2,327	6,191	8,518	1,810	2,558	4,668
Fishermen.....	43	—	43	43	—	43
Skilled and Semiskilled Workers.....	41,979	8,799	50,778	12,447	3,066	15,453
Textile and Clothing Workers.....	1,507	6,718	8,225	295	875	1,170
Loggers.....	22,045	—	22,045	156	—	156
Miners.....	1,645	—	1,645	115	—	115
Construction Workers.....	2,292	—	2,292	4,242	—	4,242
Metal-workers.....	4,414	340	4,754	2,507	541	3,048
Other Skilled and Semiskilled.....	10,076	1,741	11,817	5,132	1,590	6,722
Unskilled workers.....	19,110	9,028	28,138	12,679	5,103	17,782
Total.....	67,806	28,048	95,854	31,526	18,096	49,622

Chemicals and Non-Metallics, Secondary Metal Industries (excluding Machinery and Equipment), Guns and Ammunition, Shipbuilding and Repairs, and Food Processing.

Textiles and Products.—The labour situation in the high priority textile industries was still tight and there was a demand for 6,063 workers (1,598 males and 4,465 females) at January 18 as compared with 5,623 at December 21. Quebec and Ontario accounted for 94 per cent of the shortage with respective requirements of 2,884 and 2,834. Sixty-five per cent of the labour demand in the textile industry in Quebec was in the cotton textile mills which required 721 persons, while firms manufacturing women's and misses' outerwear needed 608 and those turning out men's and boys' clothing, 549 workers; in Ontario, labour requirements of the cotton textile mills amounted to 1,057, knitting mills required 646 persons and woollen and worsted textile mills 453; these three industries together accounted for 76 per cent of the regional labour requirements in the textile industry. Skilled workers, such as spinners, weavers and sewing machine operators, were in very short supply.

Chemicals and Non-Metallics.—Net labour demand at January 18 in the chemicals and non-metallics industries (2,329) showed a slight increase over demand four weeks previously. The Ontario region, where 1,702 workers were required, accounted for 73 per cent of this shortage. About two-thirds of the labour shortage in chemicals and non-metallics in this region was in the manufacture of industrial chemicals where there was a need for 292 men and 823 women at January 18.

Guns and Ammunition.—Labour requirements in the guns and ammunition industry dropped from 2,578 at December 21, 1944 to 2,036 (1,472 males and 564 females) at January 18. As large contracts for war supplies have recently been placed in Canada by the United States Government, there will probably be an increased demand for labour in this industry when the retooling of plants to fill these orders has been completed.

Shipbuilding and Repairs.—There was a need for 1,877 additional men in this industry at January 18, which was slightly more than the number required one month previous. Net labour demand in the Maritime Region constituted 41 per cent of the Dominion requirements. Skilled tradesmen are required in the Halifax shipyards but few are available locally and lack of housing accommodation makes it difficult to recruit workers from outside centres. On the West Coast, the shipbuilding industry is fairly well supplied with labour although

additional electricians and qualified sheet-metal workers could be utilized if available.

Construction

Activity in the construction field at this time of year is more or less limited to inside work and the completion of projects already underway. Overall labour requirements for high priority construction totalled 2,346 at January 18.

Transportation

Heavy storms, particularly in Eastern Canada, have continued to add to the manpower problems of this industry; 4,455 workers, mostly men, were required at January 18. Large numbers of snow shovellers were needed by the railways during the month and in addition, there was a shortage of men for track maintenance and railway machine shops. Some of the congested areas are experiencing difficulty in procuring bus and tram operators.

Trade, Finance and Service

The overall labour requirements in high priority trade, finance and service industries at January 18 amounted to 10,446 (4,903 males and 5,543 females). Forty per cent of the labour shortage was in public and professional service in which demand totalled 4,162 (2,255 males and 1,907 females). In trade, finance, and service other than public and professional, there was a need for 6,284 workers (2,648 males and 3,636 females).

While labour requirements in this industry group are far from satisfied, the situation would appear to be somewhat easier. Women released from the more lucrative jobs in war industries, although expressing a preference for any type of work rather than domestic service, are showing more willingness to accept employment of this nature. Hotels, restaurants and to some extent hospitals and sanatoria are benefiting by this change in attitude, although the labour situation is still tight in some regions. Demand for female workers in hotels and restaurants across Canada totalled 2,005, at January 18, but this was 547 less than the number required a month earlier. At the same date hospitals were in need of 719 female workers, apart from professional staff.

Wholesale and retail trading establishments were asking for 1,000 and 1,323 workers respectively at January 18. In both groups demand was higher in the Maritime, Quebec and Pacific Regions than one month previous, but there was an easing of the situation in the Ontario and Prairie Regions.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended January, 22, 1945.

Maritime Region

Agriculture—At this season, only dairy farmers are asking for helpers. Requirements for such agricultural labour have been placed in clearance, and through the continued effort of local offices and the co-operation of the Provincial Department of Agriculture, some reduction in the number of vacancies has been effected.

Logging—The demand for bushmen is continuously heavy throughout the region, but in no section is the shortage acute, and all operations of any magnitude are being maintained with fairly adequate crews. Present conditions point to greater production than that of a year ago.

Companies operating in the vicinity of Halifax and New Glasgow could use more loggers, if available, but the need for additional bushmen is greater in New Brunswick. Many men are being brought in from other districts, to meet the demand in the vicinity of Fredericton. In the neighbourhood of Minto, where a 33 per cent advance in production is foreseen, the largest operator has 43 sub-contractors at work, as compared with 16 last season.

The Saint John office reports that, in spite of the large number of bush workers secured by company canvassers, there is a persistently heavy demand. In the Campbellton and Bathurst areas, where heavy snow is handicapping operations, some 800 men in all are needed, and a concerted effort is being made to procure at least part of this number.

Coal Mining—After a slight drop during the holiday season, production is again being steadily maintained in the collieries. In the Minto area, shaft production is reported to be about 10 per cent higher than a year ago and strip mining operations about 64 per cent greater. The manpower situation is satisfactory, with fewer vacancies on file than for two years past.

Manufacturing—There have been no major developments in the industry during the month. The Halifax office reports that, while the local shipyards are still in need of many skilled workmen, their unskilled labour wants are being met locally. Many seasonal workers coming into the city are being referred to these and other high priority projects, but lack of

housing accommodation is proving a handicap to such placements. The local supply of heavy labour is insufficient to complete the orders of the Bridgewater shipyards, but no difficulty is anticipated in filling the requirements of the car factory and shell plant at Trenton, both engaged on war contracts.

Workers of both sexes, but especially women, are in great demand throughout the textile and food processing plants of the Maritimes.

Construction—The usual seasonal slackening is noticeable in all areas, with activity confined for the most part to remodelling and repair work, and the completion of well-advanced projects. Labourers are still needed for the hospital program in Halifax, but living quarters for the men are not available as yet.

Transportation—Heavy storms have tied up bus and rail service, and the greatest labour need has been for large gangs of snow-shovellers. The stevedoring companies on the Halifax waterfront can use all the labour procurable, but as yet no serious shortage has developed.

Quebec Region

Agriculture—No demand for farm labour is being made at this time. Farmers in lessening numbers are still applying for temporary permits to enter other essential industry, and from various parts of the province comes the report that many of them are being referred to ice harvesting, when no vacancies in higher priority projects exist.

Logging—The majority of those who left the woods for the holiday season have returned to the camps, and a goodly number of farmers detained at home by their own logging and fuel-wood operations have now accepted bushwork for the next two months. The slackening of work in war plants also has resulted in increasing applications for logging jobs, and consequently the manpower requirements of Quebec companies have shown a downward trend. Four of the local offices primarily concerned with the securing of bushmen report that present needs have been reduced from several thousand each to only 500, while a few others require 200 or less, as compared with earlier requirements ranging as high as 500 men.

In the LaTuque area, however, logging operations are critically short of manpower, and this shortage may result in irregular saw-mill production. Contractors in the vicinity of St. Jovite, also, are finding it difficult to obtain the bushmen needed to carry out their plans for continuing cutting as far into the spring as possible.

Mining—The labour needs of the base metal mines have been receiving consideration during the past few weeks. An intensive drive now under way, to procure much-needed workers for the operations which produce the region's entire copper supply, is meeting with some success.

An outstanding development in the mining field is reported from Baie St. Paul, where iron ore operations long inactive are re-opening to fill a large war contract. This mine will give steady employment to approximately 100 men.

Manufacturing—There has been no signal change in general manpower conditions during the last month. In the iron and steel mills, requirements are being fairly well met, although the few highly skilled workers needed are not available. The labour situation in aircraft and shipbuilding plants, also, remains static and for the present the demand for women workers for the heavy shell-filling factories has been fairly well met.

Textile plants and kindred industries have not abated their persistent call for skilled and unskilled workers. The largest textile establishment in the Three Rivers area is hard pressed for experienced operators, and similar shortages are noted in other centres where textile, clothing, rubber and allied industries are situated.

Lay-offs from the various foundries of the Aluminum Company of Canada continue steadily. The Chicoutimi office reports that so far 2,800 men have been laid off from the company's plants in that area, and as a result, unemployment insurance claims in Chicoutimi, Jonquiere and Port Alfred have reached 1,000. The staff of the Shawinigan Falls plant is being gradually reduced, by means of weekly lay-offs, and about 1,100 persons in that area have filed unemployment claims.

The gradual release of women workers from the Quebec City arsenals continues, and the Morton Engineering and Dry Dock Company recently dispensed with the services of another 200 employees. The close-down of the manufacturing and bottling department of the Joliette distillery affected 125 workers. As the result of a fire on January 1, Sorel Industries, Limited, was forced to lay off about 300 employees, but repairs are under way and production should be resumed in several weeks' time.

Construction.—Building operations throughout the province are practically at a standstill. A number of carpenters and painters are currently unemployed, and many building tradesmen have been referred to the ice harvesting. The cessation of building and repairs at the Hydro-Electric plant at Shipshaw has released some 300 workmen.

Only in Montreal is there any great demand for construction labour, and of the 200 bricklayers required (but not available) more than 25 per cent are needed for high priority jobs. Plumbers, pipefitters and electricians are also in demand, but the competency card required for building tradesmen limits the supply strictly to qualified applicants, of whom few are obtainable.

Transportation.—Little change is apparent in the manpower demands of the industry. Snow shovellers and maintenance gangs for the railways are the chief requirement at this time. In Montreal, vacancies for 242 drivers and automobile repair mechanics are reported.

Ontario Region

Agriculture.—It is expected that the heavy snowfalls will prove most beneficial to the soil, and already in a few instances farmers have made inquiries as to the prospect of procuring helpers for spring. Stratford, Ottawa and Brockville offices report current orders for dairy farm workers.

Logging.—Deep snow has hindered woods operations in almost every part of the province, practically putting an end to log cutting and making the sleigh haul of primary importance for the time being.

Logging operators in general have expressed satisfaction with the season's supply of bush labour, but in some districts a shortage still prevails. Ottawa Valley companies continue to call unavailingly for bushmen, Kirkland Lake requires an additional 250 cutters as well as teams and teamsters, and in the Timmins area, although conditions have improved somewhat, the lack of labour is causing concern. However, Sault Ste. Marie reports a satisfactory movement of men to the bush, with transfers-in from Kitchener, Montreal and Regina to limits in the district, and Quebec farmers are still arriving in the Kapuskasing neighbourhood. Teamsters and tractor operators are now in much greater demand than cutters.

Mining.—No improvement is noted in the labour situation of the under-manned mines of the region, nor is any amelioration looked for in the near future. The Kirkland Lake office reports that 200 experienced miners and 200 beginners are needed for the gold operations in that area, and emphasizes the strictness of the physical test to be passed.

Manufacturing.—New war contracts have entailed an increase in production during the past month, and there has been a corresponding rise in the number of workers required, with the need of skilled labour predominant. Iron works, textile and rubber plants rank foremost in their pressing demand for addi-

tional labour. The province's manufacturing centres, New Toronto, London, Brantford, Hamilton, St. Catharines, Windsor, Kingston and Peterborough have shared alike in this rising demand, which comprises highly qualified labour of all types, both male and female.

Orders for heavy labour for the foundries and agricultural implement factories, while not as extensive as heretofore, remain substantial. The abrasive plants of Niagara Falls, with new contracts on hand, have put additional furnaces into operation and are calling for labourers to man them. Oshawa, too, is finding it difficult to meet heavy labour orders locally, while foundries in the Welland area are obtaining the necessary men from the east and west on clearance orders.

The increase in the number of female applicants for manufacturing jobs since the beginning of the year has been of substantial assistance in meeting the demand of Ontario establishments busy on the government's shell program. Textile plants and kindred industries have likewise benefited to some extent by this increase, but throughout Ontario these factories remain shortstaffed, and the supply of women workers falls far short of the persistent demand.

Lay-offs during the past month have been of a minor character, and renewal of war contracts has made several anticipated staff reductions unnecessary. Other local munitions works have absorbed the staff recently released from one shell plant in Galt. In Windsor, the majority of factories closed for Christmas stocktaking have re-opened, the 500 employees involved in a recent strike at the Kelsey Wheel Company's plant have returned to work, and men affected by the shutdown of Border Cities Industries, Limited, have been taken on strength by other Windsor establishments.

Construction.—Severe weather has halted practically all outdoor building work, and orders on file in local offices are mostly for plumbers, carpenters and labourers. The Hamilton office, in reporting a continuing demand, comments on the fact that, whereas 60 carpenters were drawing unemployment insurance benefits at this time last year, there are now no claims. In Toronto, good husky labourers are badly needed for work at the Sunnybrook Hospital.

Transportation.—Men for snow shovelling and railway track maintenance are the only pressing needs. Prevailing weather conditions have also increased the demand for coal delivery men, but the low wages and heavy nature of the work have made these orders hard to fill.

Prairie Region

Agriculture.—There is little activity at this season, and a small number of farmers are still making applications for temporary permits to enter other essential industries. The few agricultural vacancies reported are for choremen, but there are no applicants for employment of this sort.

Logging.—On the whole, the labour supply is greater than that available during the corresponding period last year, but active and heavy labour demands are still reported by numerous local offices serving woods operations. Offices in Manitoba and Saskatchewan have been specially instructed to concentrate their efforts on filling orders for areas where severe shortages of logging labour persist, and the results of this campaign are proving encouraging.

The Port Arthur office reports a pressing demand for teamsters, loaders and skidders for the logging camps of the area, and contractors in the Kenora district are similarly short-staffed, but in the Fort Frances section the past fortnight has seen a marked reduction in the earlier order for another 250 bushworkers. Orders being received in the Winnipeg office are still very heavy. In the vicinity of The Pas, referrals are said to be light and transfers in slow; another 100 woodsmen could be utilized, but operators engaging farmers on 60-day exemption without permit seem to be keeping their camps fairly well filled.

Farther west, the Edmonton office records a greater need of logging labour, with 230 men placed during the past week and approximately another 880 required.

Coal Mining.—All collieries, with the exception of those in the Estevan area, are operating on a full production schedule, but the lack of certificated miners remains a handicap, especially in the vicinity of Red Deer, Edson and Drumheller.

The bituminous fields in the Blairmore area are working to full capacity, completing contracts for 1945. An effort is being made to locate miners from the domestic coal fields, where the season will soon be at an end, to replace the farm labourers leaving the industry at the close of March.

Base Metal Mining.—No improvement is evident in the labour situation, and few men are available to fill the vacancies existing in all northern operations. Prospecting is active, however, and a fair amount of diamond drilling is under way.

Manufacturing.—There is little change apparent throughout the region. Aircraft and

shell plants at Fort William are inactive, and the Port Arthur shipyards are calling only for a few skilled craftsmen, the lack of whom is holding up the employment of many unskilled workmen. Winnipeg's aircraft factories are inactive, also, and lay-offs in that industry are becoming general, as well as an occasional staff reduction in foundries and machine shops. The local office reports a gradual increase in male applicants from the Armed Forces and aircraft plants, and some of these applications have been forwarded to the eastern rubber factories for consideration. Women in considerable numbers are needed for general factory work in Winnipeg, and textile manufacturers and furriers can always employ extra staff.

Farther west, one large Regina industry has been successful in obtaining the additional 100 men, veterans for the most part, required to institute a third full shift in its plant. The region's packing plants are well supplied, although, as always, a few fully qualified and experienced knifemen could be placed.

Construction—Adverse weather conditions and the usual seasonal decline in activity have created a surplus of general outside building labour, but a shortage of some experienced tradesmen needed for the military hospital program persists.

Transportation—Labour demands throughout the region are confined for the most part to railway maintenance gangs and to experienced machinists for the Canadian Pacific's shops at Winnipeg.

Pacific Region

Agriculture—A few orders for dairy workers are coming in, and there is a small demand for pruners for fruit farms in the interior of the province. Otherwise there is little activity.

Logging—The labour situation is better than for several years past. Some operations in the higher area around Nelson have closed down for about six weeks on account of heavy snow, but on Vancouver Island all the big camps are operating, with a better supply of bushmen than usual. The general demand for fallers and buckers is fairly heavy, owing to an increased production program for 1945.

Sawmilling—British Columbia sawmills have benefited by the general increase in labour supply, and, for the most part, are reported to be reasonably well staffed. According to the Vancouver office, no mills in the district have been forced to close down on account of log shortage, and some of the larger operations

which have placed orders for helpers would start extra shifts if key men such as sawyers and graders were procurable. In adjoining New Westminster, orders have been reduced to a few heavy labourers and a number of skilled workers, procurable locally. Orders will increase, however, as the larger mills of the district swing back into full production after the holiday shutdown.

Coal Mining—The labour situation in the collieries is fairly satisfactory, but there is a continuing over-all demand for about 150 qualified miners.

Base Metal Mining—A continuing shortage of miners and muckers hinders the efficient operation of the mines. The outstanding manpower demand at this time is a progressive order for miners for the Kimberley workings, which calls for some 375 men during the first three months of this year. Housing accommodation is being arranged.

Manufacturing—The demand for shipbuilding labour ranks foremost, with Victoria shipyards continuing to make heavy calls on the manpower force. Skilled, semi-skilled and unskilled workers are alike essential and there has been a fair response to orders placed in clearance. A number of the women released from the Victoria yards a while ago are being recalled and a gradual uptrend in female employment is indicated, making it possible to return a number of those drawing unemployment insurance benefits to essential industry.

Vancouver foundries and machine shops continue to call for first class machinists and moulders, of whom few are available. A revival of aircraft activity is noted, but orders are readily filled with applicants of a fairly high standard, nor is there any difficulty in finding the women workers required. Elsewhere in the province there is little activity.

Construction—In all save the Victoria and Kelowna areas, a shortage of building material has slowed down private building. In these two districts, a building boom is keeping all available carpenters and labourers busy through an ordinarily slack period, and the fairly general demand for finishing artisans is heavier than elsewhere.

Transportation—The outstanding development of the month was a complete tie-up of the B.C. Electric Company's facilities in Vancouver, New Westminster and Victoria. The effect of the strike on war and other essential industries was amazingly light, and service is now completely restored to normal.

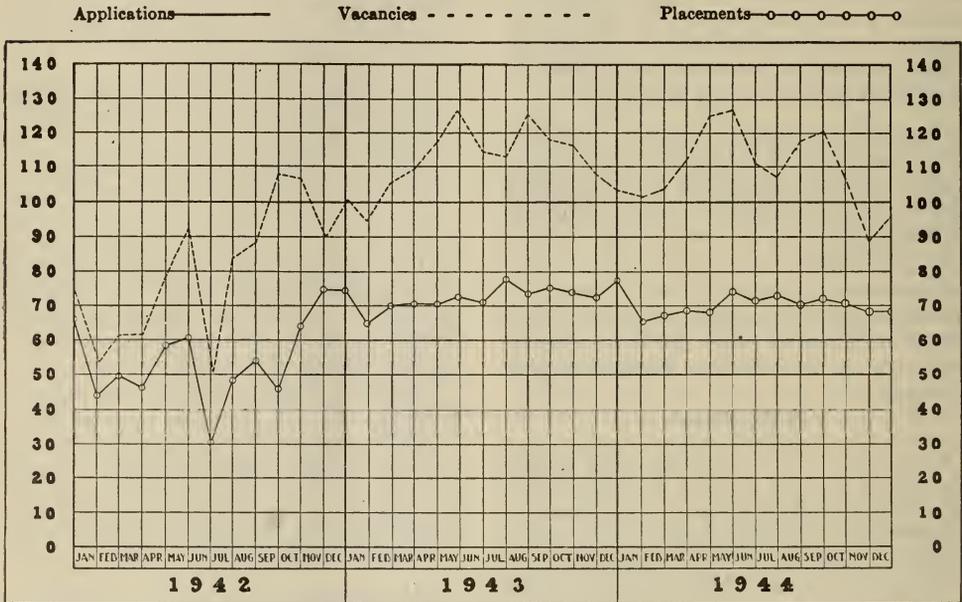
Applications for Employment; Vacancies and Placements, December, 1944

THE volume of business transacted by the Employment and Selective Service Offices of the Unemployment Insurance Commission during the four weeks December 1 to December 28, 1944, showed losses in the average daily placements of 28.6 per cent and 6.2 per cent respectively when compared with the previous period November 3 to November 30, and with the four weeks December 3 to December 30, 1943. Fishing, hunting and trapping remained practically unchanged but all other industrial divisions showed losses from November, the most pronounced being in

an upward trend, while that of placements remained about the same, the ratio of vacancies to each 100 applications being 95.4 during the four-week period ending December 28, 1944, in contrast with 89.4 in the preceding four weeks and 102.2 during the four weeks ending December 30, 1943. The ratio of placements to each 100 applications during the period under review was 68.1 compared with 68.2 for the previous four weeks and 78.4 during the four-week period in December a year ago.

The average number of vacancies reported daily by the employers to the offices through-

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



manufacturing. Heavy declines were noted in forestry and logging, trade, services and construction, the decreases in other groups being slight. In comparison with the four weeks ending December 30, 1943, moderate gains were shown in public utilities, services, and forestry and logging, but all other industrial groups recorded losses, the largest being in manufacturing and trade.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curve of vacancies in relation to applications showed

out Canada during the four weeks December 1 to December 28, 1944, was 6,506 compared with 8,547 during the preceding four weeks and 6,462 during the four weeks ending December 30, 1943. The average number of applications for employment received daily by the offices during the four weeks ending December 28, was 6,823, in comparison with 9,554 during the previous four weeks ending November 30, and 6,323 during the corresponding period a year ago. The average number of placements made daily by the offices from December 1 to December 28, was 4,649 of which 4,489 were in regular employment and 160 in work of one week's duration or less, as compared with a total daily average of 6,518 during the previous four weeks. Placements during the four

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS DEC. 1st.
 TO DEC. 28th., 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	433	314	891	725	350		416
Charlottetown.....	262	292	615	469	210		370
Summerside.....	171	22	276	256	140		46
Nova Scotia	5,110	6,428	4,399	4,610	3,692	80	1,253
Amherst.....	188	128	103	79	69		103
Bridgewater.....	89	206	72	77	65		23
Dartmouth.....	111	178	106	66	62		15
Digby.....	59	73	79	68	81		22
Glace Bay.....	103	267	255	144	138		85
Halifax.....	2,127	3,283	1,438	1,789	1,355		296
Inverness.....	12	25	24	19	13		9
Kentville.....	145	313	105	83	90	3	45
Liverpool.....	96	326	78	80	158		25
New Glasgow.....	763	660	630	711	534	40	149
New Waterford.....	35	239	98	97	55		32
Pictou.....	98	24	122	117	95		21
Springhill.....	15	16	31	12	14		20
Sydney.....	543	161	656	700	462	33	213
Sydney Mines.....	136	69	173	119	122		72
Truro.....	421	230	271	318	237	4	75
Yarmouth.....	169	230	158	131	142		48
New Brunswick	8,019	7,593	4,414	3,934	3,384	33	1,343
Bathurst.....	258	224	425	355	319		91
Campbellton.....	2,479	1,023	232	105	66	11	152
Edmundston.....	248	1,017	258	249	218	9	100
Fredericton.....	556	344	322	313	349		67
Minto.....	139	407	154	172	191		15
Moncton.....	1,201	1,902	1,166	1,018	806	11	468
Newcastle.....	686	260	73	51	74		40
Saint John.....	1,719	1,201	1,531	1,481	1,193		327
St. Stephen.....	136	391	78	72	61		25
Sussex.....	248	436	74	71	68	1	29
Woodstock.....	349	388	71	47	39	1	29
Quebec	47,014	41,495	52,381	38,326	32,331	150	25,526
Acton Vale.....	39	53	48	20	29		73
Asbestos.....	100	76	51	38	46		37
Baie St. Paul.....	249	193	382	327	317		43
Beauharnois.....	46	139	187	100	50		100
Buckingham.....	80	39	262	89	67		139
Campbell's Bay.....	62	72	47	42	72		12
Causapsal.....	1,199	1,439	1,032	1,012	1,062		120
Chandler.....	676	649	402	282	331		87
Chicoutimi.....	2,493	1,170	2,170	1,576	1,428		665
Coaticook.....	151	29	130	135	127		30
Cowansville.....	108	71	94	81	79		26
Dolbeau.....	541	1,087	540	499	509		48
Drummondville.....	292	106	391	347	242		762
East Angus.....	60	10	179	72	68		62
Farnham.....	136	105	100	92	84		31
Granby.....	484	347	349	194	211		90
Hull.....	413	401	889	366	340		205
Joliette.....	436	229	583	597	362	5	84
Jonquiere.....	180	613	632	164	123		554
Lachine.....	607	393	528	485	422		143
Lachute.....	127	149	313	173	125		117
La Malbaie.....	332	239	417	284	331		169
La Tuque.....	772	502	409	389	375		78
Levis.....	1,197	96	1,651	1,201	1,178		303
Longueuil.....	218	229	165	128	137		67
Louiseville.....	166	62	274	187	151		84
Magog.....	134	37	167	166	91	2	120
Matane.....	872	963	835	755	809	1	92
Megantic.....	532	90	526	264	351		152
Mont Laurier.....	840	523	307	283	287		29
Montmagny.....	248	38	349	262	248		137
Montmorency.....	310	20	492	344	263		412
Montreal.....	19,607	21,176	17,940	14,590	11,263	51	9,882
Plessisville.....	65	39	94	140	53		65
Pointe-aux-Tremble.....	414	258	380	353	309		93
Port Alfred.....	88	205	276	141	111		269
Quebec.....	1,949	2,202	4,623	2,413	1,785		4,498
Richmond.....	75	97	71	33	18	16	28
Rimouski.....	683	249	656	634	577		123
Riviere du Loup.....	319	955	743	500	489		316
Roberval.....	547	311	361	350	338		101
Rouyn.....	953	588	1,037	1,060	857		287

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS DEC. 1st.
TO DEC. 28th., 1944—Cont.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe.....	396	142	422	395	391	1	26
Ste. Anne de Bellevue.....	118	50	171	142	127		87
Ste. Theresse.....	1,033	974	534	534	532		159
St. Hyacinthe.....	186	430	316	214	211	1	112
St. Jean.....	406	203	505	465	337		79
St. Jerome.....	413	266	390	332	268		92
St. Joseph d'Alma.....	69	15	672	61	59		147
St. Paul l'Ermite.....	292	131	226	223	195		38
Shawinigan Falls.....	1,136	96	1,715	1,130	1,106		929
Sherbrooke.....	575	242	969	650	405	19	239
Sorel.....	265	78	650	248	235		214
Thetford Mines.....	576	85	1,110	628	543		307
Three Rivers.....	732	328	1,205	633	433	54	988
Val d'Or.....	383	400	315	248	192		112
Valleyfield.....	252	237	626	370	263		322
Verdun.....	1,151	1,431	1,202	925	718		744
Victoriaville.....	231	138	271	160	141		198
Ontario.....	57,493	49,890	55,444	55,845	40,530	1,055	14,724
Arnprior.....	79	73	103	87	53	24	32
Barrie.....	156	79	211	135	106		65
Belleville.....	437	240	403	509	316		130
Bracebridge.....	98	328	169	148	148		42
Brampton.....	161	322	158	155	110		33
Brantford.....	876	702	791	828	645	4	124
Brockville.....	136	46	205	158	122		39
Carleton Place.....	60	69	56	54	53		11
Chatham.....	578	260	775	694	501	6	249
Cobourg.....	87	27	124	101	82		18
Collingwood.....	107	102	165	84	76		20
Cornwall.....	579	147	924	564	334	125	274
Dunnville.....	30	20	84	45	32		18
Fergus.....	87	76	86	86	65		12
Fort Erie.....	96	209	141	94	84		12
Fort Frances.....	736	593	236	183	184		31
Fort William.....	630	1,485	767	757	692		312
Galt.....	502	611	354	341	252		83
Gananoque.....	38	13	37	39	34		8
Goderich.....	100	34	118	105	95		15
Guelph.....	464	248	421	412	363		55
Hamilton.....	3,529	3,772	3,468	4,093	2,491	80	1,094
Hawkesbury.....	54	22	259	71	56		122
Ingersoll.....	41	75	110	80	51		23
Kapuskasing.....	1,163	1,413	841	841	882	4	15
Kenora.....	134	734	62	60	80		31
Kingston.....	575	504	1,271	976	557	3	241
Kirkland Lake.....	428	551	723	512	433	6	110
Kitchener.....	898	695	706	866	684	1	92
Leamington.....	458	259	448	436	246		194
Lindsay.....	143	50	115	107	100		11
Listowel.....	47	32	84	82	50	3	30
London.....	1,848	1,004	1,739	2,350	1,239	192	461
Midland.....	227	168	311	225	173		115
Napanea.....	53	29	53	51	39		17
Newmarket.....	96	48	105	101	82		17
New Toronto.....	1,057	976	837	729	585		189
Niagara Falls.....	524	317	436	508	359		115
North Bay.....	666	407	940	836	772	50	104
Orangeville.....	50	61	104	72	51		16
Orillia.....	235	236	256	237	189		115
Oshawa.....	622	440	837	636	565	15	466
Ottawa.....	3,728	1,745	3,167	3,365	2,345	41	362
Owen Sound.....	255	159	435	295	207	6	95
Paris.....	49	102	33	37	34		8
Parry Sound.....	237	141	282	238	225		58
Pembroke.....	542	666	576	577	538	4	51
Perth.....	99	85	137	125	86	26	27
Peterborough.....	554	496	597	671	514		164
Pictou.....	61	30	98	61	47	1	49
Port Arthur.....	1,589	3,970	959	967	941		333
Port Colborne.....	278	225	410	166	219		70
Port Hope.....	81	56	76	76	67		16
Prescott.....	108	117	146	126	109		25
Renfrew.....	179	278	165	188	131		70
St. Catharines.....	990	553	1,010	1,030	681		532
St. Thomas.....	393	186	379	455	300	47	74
Sarnia.....	459	278	556	459	375		212
Sault Ste. Marie.....	1,576	1,549	558	484	480	5	65
Simcoe.....	162	592	504	554	464		44
Smiths Falls.....	119	43	119	131	100		20

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS DEC. 1
 TO DEC. 28, 1944—*Cont.*

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford.....	268	101	394	366	238	26	110
Sturgeon Falls.....	51	58	87	76	57	.....	12
Sturby.....	2,448	2,810	1,801	1,466	1,749	41	318
Tillsonburg.....	350	230	160	151	147	.....	9
Timmins.....	861	960	1,362	1,114	998	29	506
Toronto.....	17,059	12,289	14,985	16,836	11,048	199	4,651
Toronto Junction.....	1,945	1,085	1,647	1,884	1,277	12	349
Trenton.....	250	183	260	292	234	.....	31
Walkerton.....	116	88	178	153	107	.....	48
Wallaceburg.....	110	102	156	168	117	.....	78
Welland.....	968	1,443	552	609	461	.....	61
Weston.....	525	418	377	345	361	.....	45
Windsor.....	1,924	779	2,961	2,632	1,592	104	1,017
Woodstock.....	274	506	294	300	250	1	53
Manitoba.....	6,921	4,376	8,169	7,426	4,051	982	3,607
Brandon.....	284	309	288	297	211	.....	196
Dauphin.....	88	668	459	152	147	.....	94
Flin Flon.....	99	57	114	114	80	26	24
Portage la Prairie.....	85	77	128	86	77	.....	51
Selkirk.....	55	29	80	72	76	.....	39
The Pas.....	45	281	110	53	59	.....	47
Winnipeg.....	6,265	2,955	6,990	6,652	3,401	956	3,156
Saskatchewan.....	3,538	3,302	6,587	4,826	2,403	328	2,434
Estevan.....	73	99	92	98	70	.....	42
Moose Jaw.....	366	266	497	461	256	13	241
North Battleford.....	119	134	255	113	75	.....	63
Prince Albert.....	478	673	647	502	336	13	426
Regina.....	1,294	1,004	1,755	1,912	741	246	547
Saskatoon.....	766	586	1,804	1,047	513	52	697
Swift Current.....	89	45	133	107	91	.....	22
Weyburn.....	100	63	107	61	50	.....	22
Yorkton.....	253	432	1,297	525	271	4	335
Alberta.....	7,450	3,989	7,609	7,443	5,510	304	3,139
Black Diamond.....	75	7	84	75	75	.....	14
Blairmore.....	158	106	86	69	106	.....	25
Calgary.....	1,910	790	2,368	2,349	1,412	215	1,121
Drumheller.....	63	289	134	166	83	.....	45
Edmonton.....	4,186	1,935	4,012	3,971	3,117	73	1,542
Edson.....	409	360	160	152	211	.....	35
Lethbridge.....	273	193	401	332	211	16	179
Medicine Hat.....	192	102	240	216	150	.....	122
Red Deer.....	184	207	124	113	145	.....	56
British Columbia.....	13,665	7,534	17,036	13,629	10,986	747	8,167
Chilliwack.....	164	73	185	148	131	.....	115
Courtenay.....	154	190	105	80	118	.....	42
Cranbrook.....	164	68	157	159	174	.....	20
Dawson Creek.....	96	52	81	76	88	.....	31
Duncan.....	298	199	172	155	224	.....	29
Fernie.....	20	75	51	47	50	.....	13
Kamloops.....	306	122	267	220	241	.....	53
Kelowna.....	210	72	185	191	174	1	60
Nanaimo.....	184	58	250	235	207	.....	145
Nelson.....	245	382	259	162	166	.....	210
New Westminster.....	743	333	1,050	777	640	28	893
North Vancouver.....	304	152	303	205	164	54	195
Penticton.....	122	23	160	134	140	.....	51
Port Alberni.....	167	59	137	123	154	.....	52
Prince George.....	482	264	443	418	452	4	43
Prince Rupert.....	306	145	418	335	288	.....	103
Princeton.....	59	94	62	51	54	9	20
Trail.....	213	154	226	163	152	.....	103
Vancouver.....	7,535	3,980	10,492	8,079	5,767	570	5,039
Vernon.....	348	158	479	328	301	27	119
Victoria.....	1,409	762	1,455	1,391	1,184	54	797
Whitehorse.....	136	119	99	152	117	.....	34
Canada.....	149,643	124,921	156,930	136,964	103,237	3,679	60,609
Males.....	101,770	88,744	113,117	93,996	71,807	1,353	42,534
Females.....	47,873	36,177	43,813	42,968	31,430	2,326	18,075

weeks December 3 to December 30, 1943, averaged 4,957 daily, consisting of 4,802 in regular and 155 in casual employment.

During the four weeks ending December 28, 1944, the offices referred 136,964 persons to vacancies and effected a total of 106,916 placements; of these, the placements in regular employment were 103,237 of which 71,807 were of males and 31,430 of females, while placements in casual work totalled 3,679. The number of vacancies reported by employers was 101,770 for males and 47,873 for females, a total of 149,643, while applications for work numbered 156,930, of which 113,117 were from males and 43,813 from females. Reports for the four-week period November 3 to November 30, 1944, showed 205,131 vacancies notified, 229,290 applications made and 156,438 placements effected, while during the four weeks December 3 to December 30, 1943, there were recorded 148,618 vacancies, 145,425 applications for work and 114,019 placements in regular and casual employment.

During the year 1944, the offices throughout Canada reported 2,728,771 vacancies, 2,485,283 applications and 1,739,917 placements in regular and casual employment, a reduction in placements of 10.4 per cent compared with the year 1943.

The following table gives the placements effected by the offices, each year, from January 1934, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917

Nova Scotia and Prince Edward Island

Orders listed at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending December 28, 1944, called for a daily average of 241 workers, in contrast with 289 in the preceding period and 270 during the four weeks December 3 to December 30, 1943. Placements, likewise, were fewer under both comparisons, the daily average being 179, as compared with 219 in the previous period and 206 during the four weeks ending December 30 a year ago. When comparing placements by industrial groups with the period terminating December 30 last year, the most significant

changes were moderate losses in trade and construction and a gain in forestry and logging. Placements by industries included: manufacturing 1,324; services 814; trade 673; public utilities operation 513; construction 346; forestry and logging 308, and mining 117. There were 2,868 men and 1,174 women placed in regular employment.

New Brunswick

Positions offered through Employment Offices in New Brunswick during the period under review, averaged 349 daily compared with 251 in the previous four weeks and 190 during the period ending December 30 last year. There was a daily average of 149 placements compared with 211 in the four weeks terminating November 30, and 141 during the period ending December 30 a year ago. Placements by industrial groups showed small variation from the four weeks December 3 to December 30, 1943, the largest changes being moderate gains in services and construction. Placements by industrial divisions included: forestry and logging 744; manufacturing 678; services 620; trade 565; public utilities operation 372 and construction 337. Regular placements numbered 2,540 of men and 844 of women.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the four weeks ending December 28, 1944, there being 2,044 in comparison with 2,691 in the preceding period and 2,095 during the four weeks terminating December 30, 1943. Placements decreased under both comparisons, the daily average being 1,412 during the period under review, in contrast with 2,016 in the previous four weeks and 1,519 during December last year. A fairly large reduction in manufacturing together with losses much smaller in volume in construction and trade, was responsible for the decline in placements from the four weeks ending December 30, 1943. Improvement of moderate proportions was noted in services and public utilities operation, while the changes in all other groups were small. Industrial divisions in which most of the placements were effected were: manufacturing 10,855; forestry and logging 9,462; services 4,433; trade 2,655; public utilities operation 2,299; construction 2,081 and mining 402. Placements in regular employment numbered 23,671 of men and 8,660 of women.

Ontario

Opportunities for employment at Employment Offices in Ontario during the period

December 1 to December 28, numbered 2,500 daily compared with 3,468 in the previous four weeks and 2,436 during the period ending December 30 last year. The average number of placements registered daily was 1,808 during the four weeks under review, in comparison with 2,551 in the preceding period and 1,855 during the four weeks terminating December 30, 1943. The loss in placements from the period December last year, was chiefly attributable to declines in trade and manufacturing supplemented by smaller decreases in agriculture and mining. These losses, however, were offset in part by moderate gains in forestry and logging, services and public utilities operation. Placements by industries included: manufacturing 18,111; services 6,982; trade 5,790; forestry and logging 3,874; public utilities operation 3,175; construction 2,241 and mining 774. Regular placements numbered 27,634 of men and 12,896 of women.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the four weeks terminating December 28, 1944, was 301, as compared with 406 in the preceding period and 327 during the four weeks ending December 30, 1943. Placements showed a lower average during the period under review, being 219 daily in contrast with 335 in the previous four weeks and 293 during December last year. With the exception of a small gain in construction and a nominal increase in fishing and hunting, all industrial groups recorded decreases in placements from the four weeks ending December 30, 1943, the greatest reductions being in trade and manufacturing, followed by smaller losses in public utilities operation and services. Other declines were of minor importance only. Placements by industrial divisions numbered: services 1,381; trade 1,303; manufacturing 1,302; public utilities operation 47; construction 229, and forestry and logging 169. There were 2,272 men and 1,779 women placed in regular employment.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the period under review, called for an average of 154 workers daily in contrast with 217 in the previous four weeks and 159 during the period ending December 30 a year ago. There was a daily average of 119 placements compared with 191 in the period terminating November 30, and 129 during the four weeks ending December 30, 1943. When comparing placements by indus-

trial divisions with the period December last year, none of the changes was large, the most important being moderate declines in manufacturing, forestry and logging, and a gain in public utilities operation. Industries in which employment was found for more than 100 workers included: services 883; trade 577; manufacturing 445; public utilities operation 305; forestry and logging 260; and construction 101. Placements in regular employment numbered 1,598 of men and 805 of women.

Alberta

Employment opportunities as indicated by orders received at Offices in Alberta during the four weeks ending December 28, 1944, showed a daily average of 324 workers, compared with 420 in the preceding period and 321 during the four weeks terminating December 30, 1943. The average number of placements effected daily was 253 during the period under review, in contrast with 341 in the previous four weeks and 292 during the period ending December 30 last year. Reduced placements in construction, manufacturing, trade and services accounted for the decrease in placements from the four weeks terminating December 30, a year ago. A moderate increase in public utilities operation and a slight gain in finance and insurance were the only advances registered. Placements by industrial groups included: services 1,564; trade 1,050; manufacturing 910; public utilities operation 684; forestry and logging 554; construction 502 and mining 390. Regular placements numbered 3,544 of men and 1,966 of women.

British Columbia

During the period ending December 28, 1944, the daily average of positions offered through Employment Offices in British Columbia was 594, in contrast with 805 in the previous four weeks and 663 during December last year. Placements recorded a daily average of 510 during the four weeks under review, in comparison with 655 in the preceding period and 522 during the four weeks terminating December 30, 1943. The only declines of importance by industrial divisions from the period ending December 30 a year ago were in manufacturing and trade, the highest being in the first-named group. These losses were partly offset by moderate improvement in public utilities operation and services. Industrial groups in which the majority of placements were effected were: manufacturing 3,181; services 2,887; trade 2,015; public utilities operation 1,295; forestry and logging 1,014; construction 880 and mining 266. There were 7,680 men and 3,306 women placed in regular employment.

Quarterly Report of Employment and Selective Service Offices, September 29 to December 28, 1944

EMPLOYMENT conditions, as indicated by the work of Employment and Selective Service Offices of Canada during the quarter September 29 to December 28, 1944, was somewhat less in volume than in the corresponding quarter of 1943, there being a decline of 4.8 per cent in vacancies offered and under one per cent in placements effected. A very heavy reduction in vacancies in manufacturing was almost entirely responsible for the total decrease reported, although a fairly large loss occurred in construction. Of the

changes in other groups, a gain in public utilities operation and a decline in logging were the most significant. Placements in forestry and logging were considerably higher than in the same quarter a year ago, but this gain was almost entirely offset by a substantial decrease in manufacturing. All provinces, except New Brunswick, Manitoba and Saskatchewan reported fewer vacancies notified, the most noteworthy reduction being in Ontario. Placements were more numerous in New Brunswick and the province of Quebec

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	99	141	5	165	57	.....	166	206	.....	349	199	.....
Fishing, Hunting and Trapping	8	8	.....	9	2	.....	6	5	.....	3	2	.....
Forestry and Logging	224	20	.....	1,533	490	.....	9,844	2,402	.....	47,398	39,057	2
Mining	6	6	.....	552	471	.....	438	308	.....	2,781	1,845	.....
Metallic Ores and Prospecting.....				1	.....		4	3		1,944	1,159	.....
Coal.....				542	466		389	288		1	.....
Oil, Gas Wells, Quarrying.....	6	6	.....	9	5	.....	45	17	.....	836	686	.....
Manufacturing	303	311	.....	6,385	5,128	2	4,092	3,272	51	74,720	48,037	13
Food and Kindred Products.....	240	255	.....	1,057	1,004	1	921	795	.....	9,205	6,204	7
Textiles, apparel, etc.....	16	16	.....	429	377	.....	339	310	.....	21,343	12,065	5
Lumber and Finished Lumber Products	4	1	.....	278	207	.....	750	550	4	6,080	3,690	.....
Pulp, Paper Products and Printing.....	13	11	.....	349	109	.....	407	301	47	3,665	2,460	.....
Chemical and Allied Products.....	12	9	.....	51	40	.....	224	181	.....	2,979	2,137	.....
Products of Petroleum and Coal.....				11	3	.....	15	12	.....	355	275	.....
Rubber Products.....							1	.....		1,178	1,171	.....
Leather and its Products.....				5	3	.....	66	56	.....	2,988	1,689	.....
Stone, Clay and Glass Products.....				20	11	.....	56	48	.....	1,357	915	.....
Iron and Steel and their Products.....	2	2	.....	1,084	1,081	1	339	226	.....	12,411	8,008	.....
Non-Ferrous Metal Products.....				4	2	.....	1	2	.....	2,061	1,604	.....
Machinery.....				32	21	.....	22	13	.....	2,463	1,608	1
Transportation Equipment.....	14	15	.....	3,051	2,259	.....	881	728	.....	6,759	4,990	.....
Miscellaneous.....	2	2	.....	14	11	.....	70	50	.....	1,876	1,221	.....
Construction	139	101	.....	1,924	1,323	19	1,712	1,277	25	15,235	10,172	9
Public Utilities Operation	193	143	.....	1,775	1,359	56	1,713	1,405	6	10,056	6,894	70
Heat, Light and Power.....	13	8	.....	25	20	.....	16	18	.....	363	262	.....
Transportation and Storage.....	166	122	.....	1,627	1,248	55	1,585	1,300	5	9,035	6,130	70
Communications.....	14	13	.....	123	91	1	112	87	1	658	502	.....
Trade	369	334	3	3,203	2,461	51	2,878	2,330	10	16,626	11,137	39
Finance and Insurance	13	13	.....	139	95	.....	146	83	3	2,121	1,347	1
Services	385	272	.....	3,671	2,681	193	2,825	2,102	71	23,760	15,281	285
Professional and Public.....	124	80	.....	1,057	810	7	848	637	7	7,133	5,275	6
Recreational.....	9	9	.....	92	70	1	141	116	2	771	564	4
Business.....	1	1	.....	38	25	1	26	14	.....	732	298	.....
Domestic.....	56	16	.....	347	48	173	170	20	24	2,043	422	221
Personal other than Domestic.....	22	21	.....	197	167	3	207	200	1	2,398	1,560	.....
Hotels and Restaurants.....	127	114	.....	1,632	1,313	7	956	805	8	7,986	5,569	5
All Others.....	46	31	.....	308	248	1	477	301	29	2,697	1,593	49
Totals	1,739	1,349	8	19,356	14,067	321	23,820	13,390	166	193,049	133,971	419
Males	1,156	820	6	13,201	8,987	148	18,999	9,189	87	137,686	97,310	93
Females	583	529	2	6,155	5,080	173	4,821	4,201	79	55,363	36,661	326

than during the corresponding quarter of 1943, the most important gain being in the latter province.

The accompanying table gives the vacancies and placements of the Employment and Selective Service Offices by industrial groups in the various provinces during the period September 29 to December 28, 1944.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the Employment and Selective Service Offices during December, 1944, it will be noted that the curve of vacancies in relation to applications was downward throughout the first two months, but during December showed

a moderate upward trend, while that of placements recorded a downward course during the thirteen weeks. (See p. 214.)

During the period September 29 to December 28, 1944, there was a ratio of 97.0 vacancies and 68.9 placements for each 100 applications for employment, as compared with 109 vacancies and 74.8 placements during the same quarter of 1943.

The average number of positions offered daily during the quarter under review was 8,238, of applications registered 8,436, and of placements effected 5,832, in contrast with a daily average of 8,625 vacancies, 7,908 applications and 5,877 placements in regular and

SERVICE OFFICES, SEPTEMBER 29, 1944 TO DECEMBER 28, 1944.

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
986	507	7	256	91	25	933	553	1	1,905	1,454	35	219	144	15	5,078	3,352	88
9	2	.....	78	43	1	29	11	.....	1	1	.....	22	14	.....	165	88	1
26,365	15,301	10	1,687	306	1	1,666	449	.....	3,101	1,569	2	6,597	5,395	8	98,415	64,989	23
2,834	2,757	14	503	393	3	256	223	.....	2,719	1,529	1	1,454	949	8	11,543	8,481	26
2,364	2,332	.....	450	357	.....	.....	.....	.....	46	15	.....	1,117	682	8	5,926	4,548	8
1	1	.....	.....	.....	.....	206	187	.....	1,993	1,006	.....	156	131	.....	3,288	2,079	.....
469	424	14	53	36	3	50	36	.....	680	508	1	181	136	.....	2,329	1,854	18
107,191	79,645	138	9,236	6,071	374	3,246	2,427	61	5,462	4,416	44	19,635	13,567	166	230,320	162,874	849
14,073	11,142	25	3,634	2,761	62	1,845	1,534	34	2,930	2,552	28	2,756	2,076	60	36,661	28,323	217
12,241	7,881	22	2,052	904	58	18	11	.....	358	281	1	322	265	1	37,118	22,110	87
5,291	3,955	13	500	305	77	796	413	21	1,054	626	4	5,036	4,087	41	19,789	13,834	160
7,665	5,311	23	651	429	39	88	64	.....	151	109	5	1,713	1,099	9	14,702	9,893	123
8,132	5,175	15	655	455	41	54	53	1	87	69	.....	253	194	14	12,447	8,313	71
567	442	.....	104	93	1	60	55	.....	44	44	.....	422	423	.....	1,578	1,347	1
3,223	2,667	1	5	4	.....	1	6	.....	6	5	.....	37	32	.....	4,451	3,879	1
1,989	1,362	1	273	127	5	5	6	1	7	5	.....	75	70	.....	5,408	3,818	7
2,289	1,139	.....	114	54	7	20	14	2	293	290	.....	339	165	4	4,488	2,636	13
16,858	13,485	7	465	389	36	271	197	.....	174	156	1	814	707	3	32,418	24,251	48
4,042	3,177	13	101	58	12	8	6	.....	107	67	.....	848	542	2	7,172	5,458	27
14,486	10,148	7	262	185	15	55	56	.....	81	65	5	542	428	2	17,943	12,524	33
12,589	11,161	7	260	227	8	10	7	2	101	94	.....	6,365	3,360	28	30,027	22,841	39
3,749	2,600	4	160	80	13	15	11	.....	69	53	.....	163	119	2	6,118	4,147	19
14,582	10,123	28	1,218	885	14	680	449	39	2,372	1,658	29	4,649	3,753	50	42,511	29,741	213
17,232	11,745	83	3,404	1,958	125	1,491	1,060	53	2,567	2,110	45	6,499	4,954	88	44,930	31,628	56
1,251	800	4	92	64	.....	45	25	1	104	86	.....	249	194	5	2,188	1,477	10
14,343	10,114	77	3,183	1,825	121	1,381	995	52	2,316	1,919	40	5,714	4,359	82	39,355	28,012	502
1,608	831	2	124	69	4	65	40	.....	147	105	5	536	401	1	3,387	2,139	14
35,511	24,203	154	6,629	4,397	762	3,755	2,974	188	4,951	3,844	270	8,868	7,038	345	82,790	58,718	1,822
3,350	2,424	11	431	274	28	243	181	5	321	200	9	778	570	15	7,542	5,187	72
40,060	26,066	2,533	6,491	3,424	1,831	5,016	3,162	643	7,501	4,851	829	13,121	8,890	1,422	102,830	66,729	7,807
12,588	9,149	188	1,202	816	126	1,223	816	35	1,489	1,116	23	3,459	2,766	112	29,123	21,465	504
1,220	1,063	13	206	108	38	100	65	8	189	144	20	401	261	14	3,129	2,400	100
1,172	812	5	132	73	7	40	28	.....	88	72	1	163	130	7	2,392	1,453	21
4,772	423	2,186	1,586	87	1,247	762	69	405	1,462	341	491	2,018	178	1,183	13,216	1,613	5,930
3,063	2,012	18	558	434	24	276	241	5	488	400	.....	1,031	883	3	8,240	5,978	54
12,425	9,546	30	2,184	1,541	317	1,836	1,528	23	2,647	2,157	19	4,716	3,690	39	34,509	25,263	448
4,820	3,061	93	623	365	72	779	415	167	1,138	561	275	1,333	982	64	12,221	7,557	750
248,120	172,773	2,978	29,933	17,842	3,164	17,315	11,489	990	30,900	21,632	1,264	61,892	45,274	2,117	626,124	431,787	11,427
154,164	107,449	736	15,885	9,074	917	10,766	6,743	376	20,351	13,699	436	42,993	30,898	815	415,201	284,169	3,614
93,956	65,324	2,242	14,048	8,768	2,247	6,549	4,746	614	10,549	7,933	828	18,899	14,376	1,302	210,923	147,618	7,813

casual employment during the fourth quarter of 1943.

During the thirteen weeks, September 29 to December 28, the offices reported that they had referred 600,828 persons to positions and had effected a total of 443,214 placements, of which 431,787 were in regular and 11,427 in casual work. Of the placements in regular employment, 284,169 were of males and 147,618 of females, while casual work was found for 3,614 males and 7,813 females. A comparison with the corresponding period in 1943 showed that 446,659 placements were

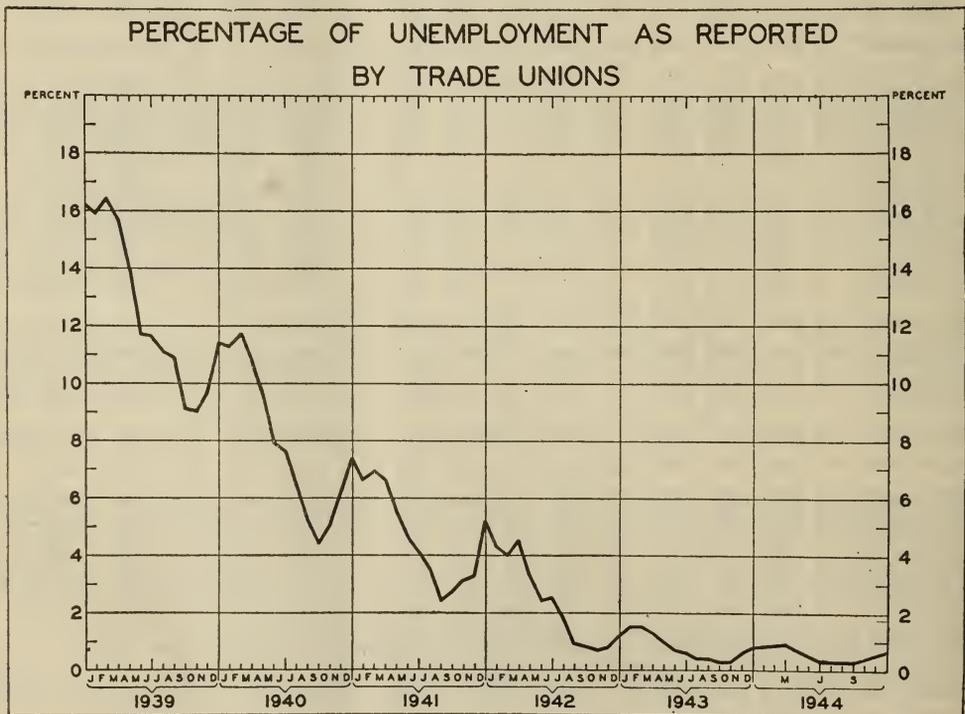
then effected, of which 435,229 were in regular and 11,430 in casual work. Applications for employment during the period under review were received from 426,718 males and 214,439 females, a total of 641,157 in contrast with the registration of 601,040 persons during the same quarter of 1943. Employers notified the offices of 626,124 positions, of which 415,201 were for men and 210,923 for women, as compared with 655,508 opportunities for employment offered during the last quarter of 1943.

Unemployment in Trade Unions at the Close of the Quarter Ending December 31, 1944

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are without work on account of sickness, a strike or a lockout, or who are engaged in work outside their own trades are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership, upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

For the close of the quarter ended December 31, returns were received from 2,332 local

labour organizations showing a total membership of 409,338 persons of whom 2,473, or 0·6 per cent, were without work. In comparison, 2,377 locals reported at the end of September, 1944, a membership of 416,664, of which 1,262 or 0·3 per cent were unemployed; at the end of December, 1943, the unemployed were 0·8 per cent of the total reported membership. The percentage of unemployment at the date under review is the lowest reached for any December since the inception of the record in 1915. The increase in the percentage of unemployment at December, although slight, conforms with the seasonal experience in previous



years and occurred chiefly among the unions in the building and construction trades and in the manufacturing and transportation industries. It may be noted that the unemployment indicated at the present time, and for several of the preceding monthly or quarterly periods, has been due principally to temporary lay-offs.

The percentages of unemployment in each province is shown in Table I. In comparison with the previous quarter employment conditions improved in Nova Scotia and New Brunswick, while Quebec, Ontario, Manitoba, Alberta and British Columbia experienced minor recessions. The percentage of trade union members unemployed in Saskatchewan remained unchanged. In comparison with December of the previous year, much better conditions prevailed in Nova Scotia. In Saskatchewan, Alberta, Ontario, and New Brunswick employment levels were very little higher while in Quebec and British Columbia they were slightly lower.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. At the end of December, the percentages ranged from no unemployment reported in Saint John and Halifax to 1.2 in Edmonton. The percentage for Winnipeg was 0.9, for Vancouver 0.6, for Montreal 0.5, for Toronto 0.2 and for Regina 0.1. In comparison with the conditions at the end of the previous quarter, a slight employment recession was recorded in Edmonton, Winnipeg, Montreal and Vancouver while in the other cities employment remained on a high level. As compared with December, 1943, employment remained on a very high level in each city for which tabulations were made. In Halifax conditions improved from 1.8 per cent unemployment among trade union members at December 31, 1943, to no unemployment at December, 1944, while in Edmonton the percentage of unemployed increased from 0.8 to 1.2.

For the manufacturing industries returns were received from 847 unions having a combined membership of 213,361 persons of whom 810, or a percentage of 0.4 were listed as unemployed. In comparison, 0.1 per cent of 220,441 members were unemployed at the end of the previous quarter and 0.6 per cent of the number of members reported at the end of December, 1943. Among union members in the printing and publishing, the vegetable products, and the textile and clothing manufactur-

ing industries the employment situation was more favourable than at the end of September, while among the pulp and paper mill workers, electric power production employees, workers in the ferrous and the non-ferrous metal groups and in the miscellaneous manufacturing industries there were somewhat less favourable conditions. Of the members reported in the aluminum industry 331 or a percentage of 7.5 were reported unemployed at the end of December. Also, 80, or 1.7 per cent, of the members of unions of moulders were reported unemployed. Employment in the other metal groups was at a high level. As compared to December, 1943, there was less unemployment among trade union members in the printing and publishing trades, the manufacture of vegetable and animal products, textiles and cloth-

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	4.7	1.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Dec., 1932.....	8.4	16.5	30.9	28.5	20.9	20.8	22.8	26.0	25.5
Dec., 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Dec., 1934.....	4.7	7.2	24.5	18.7	16.1	13.1	9.0	24.6	18.0
Dec., 1935.....	7.8	7.5	20.6	13.4	13.1	11.6	9.6	15.9	14.6
Dec., 1936.....	6.8	6.2	20.9	13.8	10.9	12.8	6.4	12.7	14.3
Dec., 1937.....	3.3	4.6	16.5	12.9	16.8	10.6	6.7	15.8	13.0
Dec., 1938.....	8.4	9.8	21.2	14.5	14.4	11.8	9.5	17.3	16.2
Dec., 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Dec., 1940.....	2.6	2.3	11.1	5.9	6.6	6.7	4.8	9.0	7.4
Dec., 1941.....	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	5.2
Dec., 1942.....	3.2	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Dec., 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
Jan., 1943.....	4.2	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb., 1943.....	5.2	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	6.8	8.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	3.1	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May 1943.....	2.2	1.2	1.3	.4	.8	.6	.9	.2	.7
June 1943.....	3.1	1.1	1.0	.4	.6	.6	1.1	1.1	.6
July 1943.....	1.1	.4	.7	.3	.5	.3	.2	1.1	.4
Aug. 1943.....	.5	.5	.7	.3	.5	.6	1.1	.2	.4
Sept. 1943.....	1.1	.4	.4	.3	.3	.7	1.1	.2	.3
Oct. 1943.....	.2	.4	.4	.3	.3	.3	.3	.4	.3
Nov. 1943.....	2.9	.4	.5	.4	.3	.8	.5	.2	.6
Dec. 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
March 1944.....	.4	.9	.9	.9	.9	.7	1.4	.7	.9
June 1944.....	.1	.6	.4	.2	.2	.5	.2	.2	.3
Sept. 1944.....	.2	.7	.4	.2	.1	.5	.1	.4	.3
Dec. 1944.....	.0	.2	.9	.4	.8	.5	.7	.6	.6

ing, and iron and its products, while there were small increases in unemployment among pulp and paper mill workers, electric power production employees and woodworkers. Somewhat larger increases were evident in the non-ferrous metal and in the miscellaneous manufactures groups. Employment continued at a high level among workers engaged in the manufacture of rubber, clay, glass, stone, mineral and chemical products.

There were 56 unions of coal miners reporting 18,391 members, all of whom were employed at the end of December, 1944, as compared with 0.2 per cent reported unemployed at September, 1944, and 0.1 at December, 1943. Practically no unemployment was recorded among the 8,087 members of unions engaged in metal mining. None were unemployed at September while 0.6 per cent were reported unemployed at December, 1943. Four point nine per cent of the 2,731 union members engaged in non-metallic mining were reported as without work, an increase from the 3.5 per cent at September and 1.6 at December 31, 1943.

Reports were received from 206 local unions in the building and construction trades which indicated that 807, or 2.8 per cent of the total reported membership of 29,086 persons were unemployed at the end of December. In comparison, 0.7 per cent were reported unemployed at September and 3.1 at December, 1943. As compared to the preceding quarter, there were more unemployed members among steam shovel operators and dredgemen, bricklayers, masons, and plasterers, carpenters and joiners, and painters, decorators, and paperhangers, while there were fewer unemployed electrical workers, granite and stone cutters and hod carriers and miscellaneous building workers. Unemployment among bridge and structural iron workers, plumbers and steam fitters, and lathers remained at low levels of less than one per cent. As compared to the similar period in the previous year, conditions were more favourable for the employment of shovel operators and dredgemen, bridge and structural iron workers, bricklayers, masons, and plasterers, and granite and stone cutters, a little less favourable for painters, decorators and paperhangers, while for the other building and construction trades there was very little or no change with employment remaining on a fairly high level.

Reports were received from 877 local unions in the transportation industries. The total

membership covered in these reports was 88,406 persons of whom 434, or a percentage of 0.5, were without work on the reporting date. In comparison, 0.3 per cent were reported unemployed in September and 0.7 in December, 1943. A decrease of about 0.5 per cent in unemployment was recorded among unions of navigation workers, from 3.2 in December, 1943 and 3.1 in September, 1944 to 2.7 at the end of the quarter under review. Unemployment remained at less than one-tenth of 0.1 per cent for street and electric railway employees, teamsters and chauffeurs in all three periods mentioned. There was a very slight employment recession in the steam railway division since the last quarter although conditions were more favourable than at December 1, 1943.

Forty-eight union members, or 0.5 per cent of the total membership of 8,890 were reported as out of work among the 49 local unions in the communications groups. At September, 1944, 1.9 per cent were unemployed and 1.1 per cent at December, 1943. The 0.4 per cent unemployment for December, 1943, and 1944, in services represents little change from the level reported at the previous quarter. The 28,927 members in this group at the end of 1944 were reported by 104 locals. While all retail and wholesale employees were reported employed at September, 1944, and at December, 1943, there were 35 unemployed members, or 1.3 per cent of the total of 2,632 members which were reported by 15 locals at the end of December, 1944.

There were 100, or 4.4 per cent of the 2,250 fishermen reported unemployed as compared with the 11.1 per cent reported at the previous quarter and the 18.2 for the end of the previous year. In this quarter, as in the previous quarter and in December, 1943, all of the lumber workers and loggers which were reported at the end of 1944, a total of 6,577, were employed.

The accompanying chart illustrates the trend of unemployment from January, 1939, to date. Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1943, inclusive, and also the percentage of those without work for December of each year since 1932, for each month of 1943 and for each quarter of 1944. Table II indicates the percentage of unemployment in the various groups of industries since 1932.

Unemployment in Canada, as Reported by Trade Unions for the Year 1944

AVERAGE unemployment in trade unions during 1944 was 0.5 per cent, according to reports received by the Department of Labour quarterly from local trade unions throughout the country showing the number of members in good standing (excluding members in the armed forces) and the number of these members unemployed at the end of the quarter. From the data obtained the percentage of unemployment among union members is calculated.

The record was commenced on a quarterly basis at the end of 1915, but at the beginning of 1919 was placed on a monthly basis. The monthly calculation was discontinued in December, 1943, and since that time has been made only quarterly.

The situation at the end of each quarter is summarized in the *LABOUR GAZETTE*, the previous article being a review of the quarter ended December 31, 1944. A review for the year 1944 follows.

The average number of locals or union branches which reported for each quarterly period of 1944 was 2,308 with an average combined membership of 424,713 persons, of whom 0.5 per cent were unemployed. This annual average of the unemployment percentages is the lowest which has been recorded. It is noted that union membership tends to increase during periods of high employment and to decline in periods of high unemployment.

The highest percentage of unemployment during 1944 was recorded in March. At that time, 0.9 per cent were unemployed as compared to 0.8 per cent at the end of the previous quarter and 1.3 at March, 1943. The lowest was 0.3 per cent at June and September. The seasonal increase to 0.6 at the end of September was less than the average for previous years.

The quarterly reports on trade union unemployment in 1944 indicate that manufacturing employment continued to expand beyond the high levels of 1943 and 1942. The average trade union unemployment in this group of industries for the year 1944 was 0.2 per cent, as compared to a percentage of 0.4 for 1943, 1.5 for 1942 and 12.0 for 1939. The percentage was 0.4 at the end of 1944, 0.3 at the end of March and 0.1 at June and September. In the iron and steel group, unemployment declined from 0.8 per cent at the end of 1943 to 0.3 at March and 0.2 per cent at December, 1944. While the printing and publishing trades experienced moderately improved conditions,

there was a slight recession for pulp and paper mill workers in the latter part of 1944. Employment in the non-ferrous metals group declined considerably, due to reduced production in the aluminum industry. Also, unemployment in miscellaneous manufacturing industries increased substantially at the end of the year. In 1944 employment among woodworkers was in a less favourable position than at the corresponding quarters of the previous year. Among union members in the animal products industry employment was slightly improved to a very high level while for other manufacturing industries employment conditions continued favourable.

The low level of unemployment among coal miners in 1943 was maintained in 1944, at a yearly average of 0.4. In comparison, the average annual percentage of unemployment for 1942 was 2.2 and for 1939 was 10.3. The percentages for 1944 ranged between 0.7 and 0.3.

In the building and construction trades the percentages of unemployment among union members ranged between a high of 6.5 in March and a low of 0.7 in September. The corresponding figures in the preceding year were 9.0 per cent in March and 1.0 in September. The average percentage of building and construction trade union members unemployed in the four quarters for which reports were received was 2.3 as compared with 3.7 per cent for the year 1943 and 31.4 per cent for 1939.

In 1944, although less than in 1943, employment conditions for union members in the transportation industries improved as compared to the previous year; the average percentage of unemployment reported by trade union members in this group was 0.4 in 1944, 0.7 in 1943 and 8.3 in 1939. In 1944, the percentages ranged from a low of 0.3 in June and September to 0.5 in December, whereas in 1943 the corresponding figures were 0.4 in July and 1.3 in January and February.

Slight improvement was recorded for communication employees. The average percentage of trade union unemployment in this industry was 1.3 in 1944, 1.5 in 1943, and 6.3 in 1939. A substantial decrease in unemployment was indicated at the end of December 1944.

In the service group, which includes civic, hotel, restaurant, theatre, and stage employees, barbers, stationary engineers, firemen and unclassified workers, the percentage of union members unemployed, on the average for the four quarters of 1944, was 0.3. In comparison,

the monthly average was 0.6 for 1943 and 4.7 for 1939.

Employment in logging remained at a high level in 1944. As in the previous year, the average reported unemployment was 0.2.

Tables showing percentages of unemployment among union members by industries and by provinces appear in the preceding section on Unemployment in Trade Unions at the close of the quarter ending December 31, 1944.

Strikes and Lockouts in Canada During January, 1945

STRIKE activity in Canada during January, 1945, showed an increase as compared with the previous month. As compared with January, 1944, the number of strikes recorded showed a decrease of seven but the workers involved and the time loss in man-working days were both higher. Preliminary figures show 16 strikes in progress during January, 1945, with 5,435 workers involved and a time loss of 32,142 man-working days, as compared with 11 strikes in December, 1944, involving 2,273 workers, with a time loss of 11,484 days. The figures for January, 1944, show 26 strikes, with 8,140 workers involved and a time loss of 23,408 days.

During the month under review a strike of street railway employees at Vancouver, Victoria and New Westminster, B.C., was respon-

sible for more than 76 per cent of the total time loss.

One strike, involving 26 workers, was carried over from December, 1944, and 15 commenced during January, 1945. Of these 16 strikes, one resulted in favour of the workers, five in favour of the employers, three were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month an alleged lockout of coal miners at Robb, Alta., was recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY AND DECEMBER, 1944, JANUARY, 1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
*January, 1945.....	15	16	5,409	5,435	32,142
*December, 1944.....	9	11	2,133	2,273	11,484
*January, 1944.....	22	26	4,839	8,140	23,408

* Preliminary.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1945*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January, 1945				
MINING— Coal miners, Robb, Alta.	1	26	676	Commenced December 5, 1944; for adjustment of contract rates on development work; untermintated.

Strikes and Lockouts Commencing During January, 1945

MINING— Coal miners, Sydney Mines, N.S.	1	1,212	3,000	Commenced January 3; protesting reduction in number of chain runners on one section of long wall; terminated January 5; return of workers pending further negotiations; indefinite.
Coal miners, Sydney Mines, N.S.	1	35	140	Commenced January 9; for employment of pushers for mine cars; terminated January 12; return of workers pending further negotiations; indefinite.
Coal miners, New Waterford, N.S.	1	(a) 32	32	Commenced January 12; for employment of extra workers on longwall; terminated January 12; return of workers; in favour of employer.
Coal miners, Midlandvale, Alta.	1	90	90	Commenced January 18; protesting failure of machinemen to clear slack from cuts; terminated January 18; return of workers; in favour of employer.
Coal miners, Nordegg, Alta.	1	407	814	Commenced January 18; for installation of man-riding trips and erection of new washhouse; terminated January 19; negotiations; compromise, man-trips to be installed and washhouse to be considered after the war.
Coal miners, Foothills, Alta.	1	97	97	Commenced January 23; misunderstanding re shortage of rationed foods in cookhouse; terminated January 23; return of workers; in favour of employer.
MANUFACTURING— <i>Vegetable Foods, Etc.</i> — Canning factory workers, New Toronto, Ont.	1	(b) 244	732	Commenced January 23; for settlement of various grievances (dismissals and transfer of workers, payment for time lost following mishap, etc.); terminated January 25; conciliation, federal, and reference to IDI† Board; indefinite.
<i>Rubber and Its Products</i> — Rubber factory workers, Kitchener, Ont.	1	103	225	Commenced January 5; for increased wages, piece rates, following revision of time standards; terminated January 8; negotiations and return of workers pending reference to RWLB†; indefinite.
Tire factory workers, New Toronto, Ont.	1	(e) 215	240	Commenced January 12; for increased wages, piece rates, following changeover from hourly rates in effect during test period on new work; terminated January 13; conciliation, federal, and return of workers pending two-weeks' trial; indefinite.
<i>Miscellaneous Wood Products</i> — Wood products factory workers, Owen Sound, Ont.	1	148	700	Commenced January 2; against dismissal of foreman for cause; terminated January 8; conciliation, provincial; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1945*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During January, 1945—Conc.				
MANUFACTURING—Con.				
<i>Metal Products—</i>				
Metal factory workers, London, Ont.	1	(c) 121	60	Commenced January 8; for observance of seniority in lay-off of two workers; terminated January 8; conciliation, provincial; compromise, one worker reinstated at another job.
Freight car factory workers, Trenton, N.S.	1	(d) 166	475	Commenced January 25; for employment of more workers on steel erection gang; terminated January 27; conciliation, federal; in favour of employer.
Machinists, Woodstock, Ont.	1	22	11	Commenced January 30; against dismissal of two workers for infraction of company rules; terminated January 30; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
TRANSPORTATION—				
<i>Electric Railways and Local Bus Lines—</i>				
Street railway employees, Vancouver, Victoria and New Westminster, B.C.	3	2,454	24,500	Commenced January 9; against decision of NWLB denying appeal for greater increase in wages and cancelling increase approved by RWLB; terminated January 19; conciliation, federal, and return of workers pending further reference to RWLB; compromise.
<i>Other Local and Highway Transport—</i>				
Bus drivers, Victoria (Vancouver Island), B.C.	1	63	350	Commenced January 6; for increased wages and a new agreement; terminated January 12; conciliation, provincial, and reference to RWLB; in favour of workers.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡RWLB—Regional War Labour Board. †NWLB—National War Labour Board

‡IDI—Industrial Disputes Investigation.

(a) 57 indirectly affected. (b) 300 indirectly affected; (c) 124 indirectly affected; (d) 463 indirectly affected; (e) 1,171 indirectly affected.

Prices

Prices, Retail and Wholesale, in Canada, January, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index registered an increase of 0.1 to 118.6 between December 1, 1944 and January 2, 1945, marking a wartime gain of 17.7 per cent. Three sub-groups were higher while two were lower. Fuel and light moved up 1.0 points to 109.1, reflecting the return of electricity rates to a normal level following rebates to customers in the previous year. A gain of 0.2 to 121.8 for the clothing index was due to scattered increases among men's wear, women's wear and piece goods, while higher hospital rates were mainly responsible for an advance of 0.3 to 109.2 in the miscellaneous items index. Easier quotations for eggs outweighed seasonal advances for vegetables and fruits to reduce the food index 0.1 to 130.2 between December 1 and January 2, while home furnishings and services declined a like amount to 118.3.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of

expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Activities of the Wartime Prices and Trade Board*.

Explanatory Note re Wholesale Prices

Since it has been found necessary to advance the date of publication of the LABOUR GAZETTE, and the information on wholesale prices cannot be prepared in time to meet the new date, the figures for the month of January which would ordinarily have appeared in table V in this issue will appear instead in the March issue.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

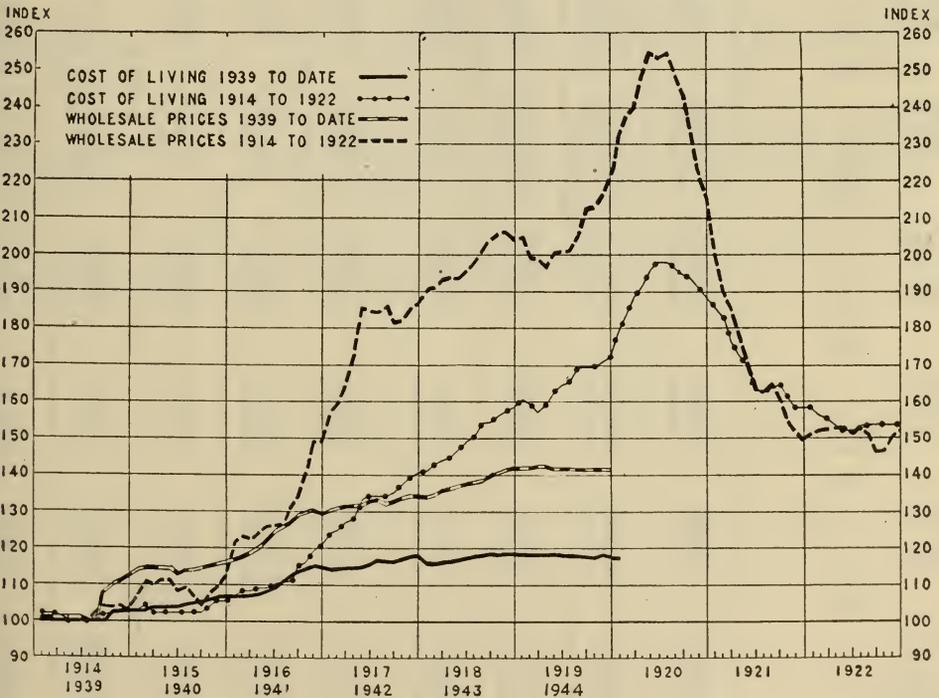


TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0	70.3		
1914.....		80.0	91.9	72.1	75.4	88.9	70.3		
1915.....		81.6	92.7	69.9	73.8	96.8	70.9		
1916.....		88.3	103.3	70.6	75.4	110.8	74.5		
1917.....		104.5	133.3	75.8	83.8	130.3	81.5		
1918.....		118.3	152.8	80.2	92.2	152.3	91.4		
1919.....		130.0	163.3	87.6	100.7	175.1	101.2		
1920.....		150.5	188.1	100.2	119.9	213.1	110.3		
1921.....		132.5	143.9	109.1	127.6	123.4	112.5		
1922.....		121.3	121.9	113.7	122.2	147.0	112.5		
1926.....		121.8	133.3	115.9	116.8	139.1	106.1		
1927.....		119.9	130.8	114.5	114.4	135.6	105.1		
1928.....		120.5	131.5	117.3	113.2	135.5	104.8		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1934.....		95.6	92.7	93.2	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	108.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
November 1.....	118.0	118.9	131.6	112.0	108.1	121.6	118.4	108.9	125.3
December 1.....	117.6	118.5	130.3	112.0	108.1	121.6	118.4	108.9	124.7
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—
JANUARY, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES
FOR JANUARY, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	June 1943	Sept. 1943	Dec. 1943	Mar. 1944	June 1944	Sept. 1944	Nov. 1944	Dec. 1944	Jan. 1945	Price Jan. 1945
Beef, sirloin steak.....	lb.	100-0	120-7	144-8	145-5	143-0	143-0	143-7	154-1	154-1	153-8	153-8	42-9
Beef, round steak.....	lb.	100-0	125-7	157-0	157-8	154-4	154-9	154-9	167-1	166-7	166-7	166-7	39-5
Beef, rib roast.....	lb.	100-0	125-5	160-4	170-9	173-0	173-9	173-5	172-6	172-2	172-2	173-0	39-8
Beef, shoulder.....	lb.	100-0	132-7	176-7	181-1	179-9	180-5	178-0	161-6	161-6	161-0	161-0	25-6
Beef, stewing.....	lb.	100-0	136-7	183-3	183-3	179-4	181-0	178-6	169-0	169-0	168-3	168-3	21-2
Veal, forequarter.....	lb.	100-0	139-3	181-1	181-1	181-7	176-3	174-0	173-4	174-0	174-0	173-4	29-3
Lamb, leg roast.....	lb.	100-0	109-9	141-2	146-1	125-7	141-9	143-7	152-5	148-2	147-2	147-9	42-0
Pork, fresh loins.....	lb.	100-0	125-3	137-7	139-2	138-8	138-5	138-8	138-8	140-8	141-2	141-5	36-8
Pork, fresh shoulder.....	lb.	100-0	127-0	145-9	146-9	147-4	147-4	146-4	146-4	143-9	142-9	142-9	28-0
Bacon, side, med. sliced.....	lb.	100-0	132-3	139-1	140-3	140-3	140-6	140-0	140-0	140-6	140-9	140-9	45-8
Lard, pure.....	lb.	100-0	151-3	162-3	162-3	162-3	159-6	152-6	150-9	152-6	154-4	155-3	17-7
Shortening, vegetable.....	lb.	100-0	134-7	137-5	137-5	137-5	137-5	137-5	137-5	136-8	136-8	136-8	19-7
Eggs, Grade "A" fresh.....	doz.	100-0	156-4	135-5	171-7	182-2	137-2	134-5	152-3	171-1	158-6	146-4	44-5
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	142-9	141-8	145-1	146-2	144-0	144-3	145-8	145-8	146-2	39-9
Cheese, Canadian, mild.....	lb.	100-0	174-6	164-9	166-3	167-8	164-9	164-4	163-5	164-4	164-4	164-9	34-3
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	4-2
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkq.	100-0	101-1	101-1	101-1	101-1	101-1	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½'s.....	tin.	100-0	129-9	132-1	131-1	135-8	137-7	138-7	138-7	138-7	137-7	137-7	14-6
Peas, canned, 2's.....	tin.	100-0	117-5	120-8	121-7	123-3	124-2	124-2	123-3	123-3	122-5	122-5	14-7
Corn, canned, 2's.....	tin.	100-0	128-3	132-7	134-5	134-5	135-4	134-5	134-5	133-6	133-6	133-6	15-1
Beans, dry.....	lb.	100-0	129-4	127-5	129-4	131-4	131-4	133-3	133-3	133-3	133-3	133-3	6-8
Onions.....	lb.	100-0	108-2	144-9	153-1	144-9	153-1	163-3	134-7	116-3	112-2	112-2	5-5
Potatoes.....	15 lb.	100-0	89-9	160-4	158-2	136-6	143-6	140-5	137-5	123-2	121-6	126-8	41-6
Prunes, medium.....	lb.	100-0	115-8	124-6	125-4	127-2	123-7	123-7	123-7	122-8	122-8	122-8	14-0
Raisins, seedless, bulk.....	lb.	100-0	104-0	105-3	111-3	101-3	105-3	113-2	115-9	113-2	104-0	102-6	15-5
Oranges, medium size.....	doz.	100-0	132-5	144-7	145-7	141-0	137-9	141-0	141-6	141-6	140-3	142-7	41-8
Lemons, medium size.....	doz.	100-0	111-3	134-2	146-2	137-8	137-2	136-0	144-6	144-6	145-5	145-5	47-3
Jam, strawberry, 16 oz.....	jar	100-0	111-3	115-1	†115-1	113-8	115-7	114-5	114-5	114-5	114-5	114-5	18-5
Peaches, 20 oz.....	tin.	100-0	101-5	109-6	†109-6	109-1	107-1	108-1	†108-1	†108-1	105-1	104-6	20-8
Marmalade, orange, 16 oz.....	jar.	100-0	118-3	129-5	130-3	131-1	131-8	130-3	130-3	130-3	129-6	129-6	17-6
Corn syrup, 3½ lb.....	jar.	100-0	138-0	154-7	154-7	153-7	155-3	155-0	155-7	155-7	155-3	155-3	46-6
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	133-3	133-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-6
Coffee.....	lb.	100-0	141-6	130-8	130-8	131-1	131-1	131-1	131-1	131-4	131-1	131-1	44-3
Tea, black, ½ lb.....	pkq.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to January, 1945, prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb, package	Shortening, vegetable, per lb, package	Eggs, grade "A," medium or larger, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.												cts.	cts.
P.E.I.—																				
1—Charlottetown.....	44.4	40.6	38.5	27.9	21.7	.....	.....	36.6	.....	45.1	19.1	20.2	47.2	9.0	41.8	35.0	7.3	4.6	6.1	10.0
Nova Scotia—																				
2—Halifax.....	44.1	40.7	38.3	27.1	22.9	21.3	44.6	37.1	27.2	45.0	18.9	19.9	51.2	11.0	44.4	35.9	8.0	4.6	6.1	9.9
3—New Glasgow.....	45.8	43.0	41.4	26.7	22.5	.....	46.4	40.1	31.5	47.1	18.9	19.9	49.2	10.0	44.3	36.4	7.3	4.9	6.1	10.0
4—Sydney.....	47.7	41.7	34.8	30.4	23.7	.....	44.5	40.6	31.3	47.3	18.9	20.0	50.4	12.0	44.3	36.3	7.3	4.5	5.9	9.8
5—Truro.....	44.4	40.4	36.0	28.2	18.1	.....	45.0	37.3	30.3	45.4	18.9	20.4	50.6	10.0	43.6	35.0	6.7	4.9	6.0	10.1
New Brunswick—																				
6—Fredericton.....	44.7	40.7	45.8	27.4	20.3	29.7	46.0	36.8	31.3	46.7	18.9	19.7	48.6	10.0	43.3	35.0	7.3	4.8	6.3	9.4
7—Moncton.....	45.3	41.3	41.5	27.1	21.0	.....	45.1	37.3	29.5	47.7	18.1	20.1	49.0	10.0	42.8	34.9	8.0	4.6	5.9	10.0
8—Saint John.....	45.3	43.1	38.6	26.8	22.6	.....	44.5	40.4	29.5	45.0	18.5	19.8	51.2	11.0	43.0	34.7	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	40.0	36.2	38.3	28.0	22.3	.....	43.0	28.4	29.4	49.0	19.6	20.9	49.0	10.0	40.0	33.3	6.7	4.3	.....	9.9
10—Hull.....	40.9	38.2	37.0	25.5	18.7	30.7	41.5	32.1	28.1	46.3	17.1	19.1	47.8	10.0	38.4	31.8	5.3	3.8	5.5	9.5
11—Montreal.....	42.6	39.5	43.9	24.8	20.0	25.6	40.2	33.4	26.2	46.1	18.0	19.3	47.5	10.5	39.3	34.1	6.0	3.8	5.4	9.3
12—Quebec.....	40.6	36.8	35.2	23.1	18.8	29.0	37.6	31.5	26.5	42.0	18.2	19.5	45.6	10.0	39.7	34.4	5.5	3.6	5.8	9.7
13—St. Hyacinthe.....	36.1	34.7	34.0	24.3	19.3	31.8	34.1	28.3	25.3	47.8	18.0	19.5	43.7	9.0	39.5	32.1	5.3	4.1	6.0	9.8
14—St. Johns.....	43.2	40.6	39.5	26.7	17.2	32.7	43.5	.....	27.8	46.9	18.3	19.7	46.6	9.0	38.5	32.4	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.7	39.2	40.1	26.7	18.6	32.6	41.6	33.5	26.3	38.8	18.7	19.7	47.1	10.0	38.1	35.0	5.3	4.2	6.0	9.8
16—Sorel.....	39.3	36.2	40.3	24.7	19.6	.....	38.0	31.8	25.5	46.5	18.2	19.4	45.5	9.0	40.0	32.2	5.3	4.0	5.3	10.0
17—Thetford Mines.....	32.9	35.4	.....	24.5	17.4	.....	25.7	25.3	38.3	18.2	19.4	43.4	8.0	39.2	31.7	5.3	4.0	5.3	9.6	
18—Three Rivers.....	39.2	35.5	35.2	24.3	20.3	.....	28.8	25.4	46.0	18.0	19.6	46.3	10.0	38.6	34.7	6.0	4.0	5.5	9.7	
Ontario—																				
19—Belleville.....	41.1	38.2	39.8	25.8	21.2	28.2	41.7	36.8	28.8	45.6	17.2	19.2	42.2	10.0	39.2	31.3	6.7	4.2	5.3	8.7
20—Brantford.....	43.5	40.3	40.8	25.9	19.0	29.7	43.3	38.7	27.5	45.9	17.1	19.5	41.5	10.0	39.3	36.0	6.7	4.2	5.4	9.1
21—Brockville.....	46.7	42.8	44.0	26.2	20.9	.....	44.5	36.2	29.7	44.8	17.4	19.3	43.5	10.0	38.2	31.5	6.3	4.1	5.6	8.9
22—Chatham.....	43.4	40.0	40.7	25.8	19.9	31.3	41.7	38.0	32.5	46.3	17.3	19.3	40.0	10.0	38.5	35.7	5.3	4.1	5.2	8.7
23—Cornwall.....	43.5	40.0	39.8	25.9	17.6	.....	43.3	36.3	27.0	45.6	17.5	19.5	43.4	10.0	39.4	30.8	6.0	4.1	5.8	9.2
24—Fort William.....	43.4	39.7	37.6	25.5	22.3	.....	43.4	36.7	29.9	45.6	17.4	19.0	50.5	11.0	39.5	33.2	6.0	4.0	5.1	8.8
25—Galt.....	43.0	40.6	40.0	25.0	23.0	30.0	41.8	37.7	26.0	46.5	17.5	19.2	42.1	10.0	39.2	37.1	6.7	4.1	5.7	8.8
26—Guelph.....	42.6	40.3	38.8	26.6	24.5	30.4	42.7	39.0	28.4	46.3	17.3	19.2	40.4	10.0	39.8	35.2	6.0	4.0	5.7	8.9
27—Hamilton.....	44.3	41.2	41.5	25.6	22.8	29.5	43.2	40.0	29.1	47.0	17.4	19.1	44.2	11.0	40.3	37.9	6.0	4.2	5.5	8.8
28—Kingston.....	43.3	38.6	38.6	25.7	18.6	.....	41.3	38.0	26.8	46.0	16.8	19.2	44.0	10.0	39.2	31.9	6.0	4.3	5.3	9.1
29—Kitchener.....	42.9	40.3	40.4	25.2	22.9	30.4	43.6	38.4	27.3	45.9	17.7	19.5	39.3	10.0	39.5	33.7	6.3	4.0	6.1	8.8
30—London.....	43.3	40.1	40.7	25.6	22.0	30.0	42.1	38.2	26.4	45.0	18.2	19.3	44.4	10.0	39.2	33.1	6.0	4.0	5.6	8.9
31—Niagara Falls.....	43.0	39.5	41.2	25.2	19.6	29.5	43.0	38.8	27.3	44.1	17.1	19.4	43.3	10.5	40.0	33.4	6.0	4.2	5.7	8.7
32—North Bay.....	43.9	41.0	41.9	26.1	18.9	.....	40.8	38.3	29.5	46.1	17.7	19.5	48.5	11.0	39.6	32.7	6.7	4.2	6.3	9.6
33—Oshawa.....	43.7	40.7	43.0	25.7	21.7	32.7	43.0	39.5	28.4	46.1	17.5	19.4	43.8	10.0	39.7	32.9	6.0	4.1	5.6	8.8
34—Ottawa.....	43.9	41.1	42.8	26.1	22.0	29.8	43.7	36.6	28.5	48.6	17.7	19.1	45.4	10.0	39.0	31.4	6.7	3.9	5.7	8.9

COAL AND RENTALS IN CANADA, JANUARY, 1945

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 34 lb. jar	Sugar			Tea, black, medium, per 4 lb. package	Coal		Rent (b)	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.		\$ (a)	\$ (a)		
15.0	15.4	15.8	6.6	6.6	34.0	14.1	17.3	45.3	64.3	39.4	21.6	36.8	50.7	8.6	8.1	54.1	38.0	.....	11.67	24.00-28.00(c)	1
14.6	14.4	15.2	7.2	5.1	44.9	15.1	13.9	49.7	52.9	39.2	20.5	37.2	50.8	8.5	8.3	49.7	38.0	.....	12.29	27.50-31.50	2
15.0	15.0	15.3	6.4	5.1	42.4	14.5	15.9	45.8	51.7	39.5	....	39.0	50.7	8.2	8.2	51.7	38.0	.....	8.42	18.00-20.00	3
14.8	14.9	14.8	6.8	4.9	44.6	14.0	15.3	47.7	56.0	38.8	20.3	36.5	50.5	8.6	8.4	49.6	37.8	.....	6.75	18.00-22.00(c)	4
15.0	15.0	15.2	6.9	5.5	37.2	14.3	15.5	49.1	50.4	39.3	....	37.6	51.9	8.7	8.6	50.2	38.0	.....	11.41	26.50-30.50	5
14.7	15.1	15.2	6.7	5.7	37.8	14.6	14.9	44.3	58.4	39.4	....	38.9	50.7	8.5	8.3	49.7	38.0	.....	12.09	21.00-25.00(c)	6
14.8	15.2	14.9	6.7	5.2	37.5	13.3	14.5	44.1	53.9	41.0	21.0	37.4	50.3	9.0	8.8	51.9	38.0	.....	11.57	26.00-30.00(c)	7
14.7	14.8	14.7	6.8	4.8	40.5	13.8	15.0	49.3	52.6	39.9	19.9	35.3	50.6	8.5	8.3	47.7	38.0	.....	12.70	20.50-24.50(c)	8
14.7	14.9	15.5	6.6	8.3	36.5	16.6	18.7	42.5	54.4	40.2	....	40.1	47.9	8.5	8.2	52.3	39.9	18.00	.....	.....	9
13.9	14.6	15.0	7.2	6.8	43.2	13.9	17.7	38.3	44.4	37.0	20.7	36.2	47.0	8.3	8.0	45.4	38.9	16.75	.....	15.50-19.50	10
13.3	14.0	14.4	6.6	6.0	41.6	14.0	16.0	41.1	43.2	37.5	20.3	35.0	47.1	8.0	7.9	46.9	39.6	16.65	.....	23.00-27.00(c)	11
14.1	14.3	14.6	6.7	7.0	36.3	14.3	16.1	43.1	49.1	37.5	20.6	35.5	47.3	8.1	7.9	43.5	39.9	16.32	.....	26.00-30.00(c)	12
13.5	14.7	15.4	6.9	7.4	38.8	14.1	17.3	40.1	46.4	39.7	....	36.4	44.0	8.0	7.8	42.3	40.6	15.75	.....	16.00-20.00(c)	13
13.7	14.7	15.1	6.7	8.1	33.7	14.5	17.8	41.2	48.3	38.4	....	37.3	47.7	8.0	7.9	41.5	40.0	15.50	.....	.....	14
14.4	15.6	16.5	6.2	6.5	31.4	14.7	18.1	41.1	46.1	39.7	....	39.3	49.8	8.0	8.0	39.0	39.5	17.50	.....	20.00-24.00(c)	15
14.7	14.5	16.9	7.4	8.4	36.5	14.9	17.7	46.6	54.3	40.0	....	37.3	48.9	7.9	7.7	45.8	40.0	16.25	.....	.....	16
13.6	14.5	15.1	6.0	7.3	29.5	15.0	17.0	41.5	50.7	39.5	....	38.5	50.1	8.0	7.5	48.3	39.3	19.00	.....	14.00-18.00(c)	17
14.8	14.6	14.8	6.4	6.8	32.9	14.9	19.3	40.4	50.8	40.8	18.3	37.7	48.9	8.5	8.0	47.2	40.6	16.00	.....	20.00-24.00(c)	18
13.0	14.1	14.5	6.3	5.2	41.6	14.1	14.9	41.3	50.0	37.1	20.7	33.6	46.4	8.5	8.4	43.7	38.9	16.00	.....	.....	19
14.5	14.5	14.9	6.5	5.2	41.3	14.8	14.3	43.1	46.6	36.0	19.5	33.4	47.5	8.4	8.3	46.7	39.4	16.00	.....	22.00-26.00	20
13.9	14.0	14.8	6.4	5.0	43.6	13.2	15.6	41.7	48.4	....	....	35.1	49.0	8.3	8.1	43.3	38.4	16.00	.....	20.00-24.00	21
14.4	14.5	14.6	5.6	4.3	45.2	....	14.3	34.5	42.2	35.3	20.6	33.1	45.2	8.7	8.5	41.7	38.4	16.00	.....	21.50-25.50	22
14.7	14.9	15.0	6.8	5.5	45.9	15.5	16.8	37.5	44.0	....	....	34.3	47.4	8.2	8.2	44.4	38.6	16.50	.....	23.00-27.00(c)	23
14.2	14.4	14.5	6.7	4.7	46.6	14.0	15.5	42.7	44.4	37.9	19.4	35.7	44.7	8.6	8.5	41.9	38.1	16.80	.....	25.50-29.50	24
14.1	14.5	14.5	6.4	5.0	37.7	14.2	14.5	41.1	51.4	34.4	19.7	33.5	45.9	8.5	8.3	44.5	39.4	16.00	.....	22.00-26.00	25
14.1	14.3	14.7	6.3	4.8	35.8	14.3	14.0	41.5	46.4	36.3	20.0	32.6	44.9	8.6	8.5	43.5	38.5	16.00	.....	22.50-26.50	26
13.9	14.1	14.3	6.0	5.4	45.6	14.0	14.3	44.7	45.5	35.4	19.6	33.3	45.9	8.1	8.1	42.4	39.3	15.50	.....	26.00-30.00	27
13.5	13.9	14.5	6.7	5.2	44.0	14.4	14.5	39.7	46.7	37.2	21.5	35.0	45.4	8.1	7.9	43.2	38.8	16.00	.....	29.00-33.50	28
14.4	14.7	14.8	6.5	5.2	37.7	14.3	14.1	39.3	48.3	36.6	20.3	32.9	45.3	8.6	8.5	39.8	39.4	16.00	.....	26.00-30.50	29
14.1	14.8	15.0	6.4	4.9	41.5	13.8	14.3	39.3	44.9	36.3	20.0	32.9	45.0	8.6	8.4	43.9	39.2	16.50	.....	26.50-30.50	30
13.2	13.7	14.6	6.7	4.3	47.1	....	13.4	41.0	45.4	36.3	19.0	34.4	44.0	8.5	8.7	44.4	39.6	14.63	.....	25.00-29.00	31
14.5	14.4	14.7	6.3	4.9	45.6	14.0	15.0	41.3	49.1	38.7	....	35.7	46.3	9.0	8.9	49.7	39.4	17.25	.....	23.00-27.00	32
13.7	14.1	14.4	7.1	4.4	39.0	13.5	13.6	41.1	46.3	35.0	....	34.5	44.7	8.6	8.4	46.8	39.4	16.00	.....	23.00-27.00	33
14.3	14.6	14.7	6.8	5.8	43.9	13.6	15.7	40.8	47.1	37.1	....	35.6	49.4	8.3	8.1	43.9	39.0	16.75	.....	31.00-35.00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb, package	Shortening, vegetable, per lb, package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.												cts.	cts.
35—Owen Sound.....	42.0	39.4	39.3	24.9	23.0	30.0	45.3	37.3	26.6	45.4	17.1	10.4	39.9	10.0	40.0	...	6.0	3.9	5.4	9.4
36—Peterborough.....	44.7	41.4	41.9	25.9	21.6	31.7	43.6	39.0	29.3	46.6	17.8	19.1	42.7	10.0	39.3	34.3	6.0	4.3	5.4	8.6
37—Port Arthur.....	43.6	40.0	38.8	24.6	21.8	28.0	47.4	36.8	28.0	48.5	17.8	18.9	50.4	11.0	39.8	34.5	6.3	4.2	5.6	9.3
38—St. Catharines.....	43.3	40.1	41.3	25.0	20.5	30.7	41.5	40.9	25.3	46.3	17.5	19.1	44.7	10.5	39.9	35.4	6.0	4.2	5.4	8.9
39—St. Thomas.....	43.9	40.4	41.7	25.2	23.0	30.1	44.4	39.3	29.1	46.1	17.3	19.5	43.5	10.0	39.6	33.7	6.0	4.2	5.9	9.4
40—Sarnia.....	42.6	39.8	41.2	26.0	21.4	32.2	42.1	38.0	29.7	45.9	18.2	19.5	45.0	10.0	40.2	33.8	6.0	3.9	6.2	9.4
41—Sault Ste. Marie.....	43.3	40.1	38.4	26.9	21.9	...	41.1	37.1	29.2	44.6	17.9	19.1	47.3	11.0	39.8	32.0	6.7	4.0	5.7	9.1
42—Stratford.....	41.2	39.2	39.7	25.8	22.7	...	42.0	37.5	28.0	45.7	17.8	19.0	39.2	10.0	39.5	33.7	5.3	3.9	5.9	9.1
43—Sudbury.....	43.9	40.3	40.4	25.5	23.0	28.3	39.2	37.6	29.4	43.6	17.9	19.4	46.4	11.0	39.6	33.2	6.7	4.2	6.4	9.2
44—Timmins.....	44.4	40.9	41.9	26.3	21.6	29.7	43.3	38.9	28.7	44.6	18.7	19.5	48.3	12.0	39.8	34.3	6.7	4.3	5.4	9.5
45—Toronto.....	43.9	40.3	41.6	25.6	22.7	30.9	43.2	38.6	25.2	49.4	17.6	19.1	45.4	11.0	40.1	37.7	6.7	4.2	5.4	8.7
46—Welland.....	41.5	37.9	41.0	26.0	22.1	30.7	...	38.1	27.5	43.5	17.3	19.4	42.9	11.0	40.2	35.7	6.7	4.2	5.3	8.9
47—Windsor.....	43.1	40.1	41.4	25.0	23.4	31.0	43.1	38.5	28.8	45.6	17.5	19.2	44.3	11.0	39.3	35.5	6.0	4.2	5.3	8.8
48—Woodstock.....	42.7	39.5	39.5	25.0	19.2	...	42.0	37.5	26.0	44.7	17.2	18.9	40.3	10.0	39.4	32.0	6.0	3.8	5.8	8.8
Manitoba—																				
49—Brandon.....	42.8	38.2	40.2	25.2	20.0	...	41.0	36.8	25.0	46.6	16.7	21.2	43.3	10.0	38.0	34.0	7.1	3.8	5.7	8.9
50—Winnipeg.....	42.0	37.6	34.5	24.5	21.7	27.3	39.6	36.7	29.2	47.5	17.0	19.5	43.5	9.0	37.4	34.6	8.0	3.7	5.3	8.8
Saskatchewan—																				
51—Moose Jaw.....	42.5	38.5	38.2	23.8	18.4	...	40.0	34.7	26.6	46.1	15.4	20.7	38.5	11.0	37.4	34.5	7.2	3.8	5.6	8.7
52—Prince Albert.....	36.2	33.2	33.0	22.8	17.4	...	36.0	36.0	26.7	35.7	16.4	19.7	41.0	10.0	38.6	33.9	6.0	4.2	6.0	8.8
53—Regina.....	39.9	36.9	35.6	23.6	21.2	24.7	36.2	34.3	24.3	43.3	16.0	21.7	40.6	10.0	37.3	35.1	6.8	4.0	6.1	8.9
54—Saskatoon.....	42.0	37.4	35.8	24.5	19.5	27.3	39.8	34.7	26.8	45.5	16.1	19.9	43.1	10.0	37.3	34.5	7.2	3.7	5.4	8.9
Alberta—																				
55—Calgary.....	44.1	39.3	39.1	25.1	23.0	27.2	40.2	35.7	29.5	48.2	16.0	19.9	41.3	10.0	38.0	36.3	7.2	3.9	5.4	8.8
56—Drumheller.....	40.5	37.0	38.3	24.0	20.0	25.3	...	35.0	26.0	44.7	17.3	21.6	40.4	10.0	39.3	38.0	8.0	4.4	5.7	9.0
57—Edmonton.....	40.2	35.8	37.4	21.8	20.7	26.9	35.7	34.1	25.8	44.9	15.7	20.0	42.5	10.0	37.4	35.3	7.2	3.9	5.3	8.7
58—Lethbridge.....	41.2	37.0	36.4	24.2	19.4	25.3	38.7	34.4	26.7	45.4	16.2	21.0	41.8	10.0	38.0	...	8.0	4.0	...	8.7
British Columbia—																				
59—Nanaimo.....	46.7	42.3	44.0	27.2	26.0	...	45.3	41.3	30.6	50.4	18.5	20.8	40.9	12.0	43.2	36.0	9.0	4.3	...	9.2
60—New Westminster.....	45.4	40.1	41.9	25.8	24.1	29.7	41.8	40.1	27.6	47.8	17.7	19.9	40.6	10.0	41.0	34.5	8.0	4.2	6.0	9.3
61—Prince Rupert.....	46.0	42.5	43.7	25.3	24.0	29.0	43.7	41.5	29.5	48.9	19.0	20.9	46.9	15.0	41.7	38.0	10.0	5.0	...	9.6
62—Trail.....	44.0	40.0	43.3	25.6	24.4	29.2	44.4	40.2	29.4	45.9	17.4	22.6	44.8	13.0	39.9	34.4	9.0	4.2	5.9	9.3
63—Vancouver.....	46.8	41.8	42.6	26.2	24.6	28.3	42.8	38.8	28.8	50.5	17.3	19.1	40.6	10.0	40.7	34.3	9.6	4.2	5.7	8.9
64—Victoria.....	45.0	41.6	43.5	26.5	24.3	31.7	44.3	39.7	30.5	48.3	18.0	20.2	41.5	11.0	41.8	34.7	9.0	4.3	6.6	9.1

(a) Inclusive of all sales taxes

COAL AND RENTALS IN CANADA, JANUARY, 1945 (Concluded)

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 34 lb. jar	Sugar			Tea, black, medium per 1/2 lb. package	Coal		Rent (b)	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
14.0	14.5	15.0	6.3	4.7	39.5	13.8	14.4	43.3	48.7	37.0	...	34.7	43.6	8.6	8.5	48.4	38.9	16.50	.....	16.00-20.00	35
13.5	14.1	14.4	6.1	4.8	37.9	13.5	14.1	40.3	47.4	37.0	20.6	33.6	46.6	8.5	8.5	44.3	39.0	16.75	.....	24.00-28.00	36
14.1	14.7	14.3	6.2	4.7	46.8	13.3	16.7	43.4	50.1	38.2	20.7	36.5	43.9	8.5	8.4	41.9	38.1	16.65	.....	23.00-27.00	37
13.9	14.5	14.9	7.0	5.3	47.2	15.0	14.7	41.2	46.8	34.3	18.5	32.9	46.6	8.5	8.2	44.0	39.0	15.75	.....	27.00-31.00	38
14.2	14.8	14.7	6.2	5.8	41.6	13.8	14.7	43.8	42.9	35.0	...	33.9	46.5	8.7	8.6	45.1	39.5	16.00	.....	21.00-25.00	39
14.5	14.7	15.1	6.9	4.9	44.8	...	14.4	41.9	47.0	35.7	20.0	34.4	46.2	8.8	8.7	44.0	39.4	16.50	.....	23.00-27.50	40
14.8	14.7	14.8	6.5	5.2	45.6	13.2	15.6	38.7	50.6	36.8	20.0	35.4	45.0	8.5	8.5	41.6	39.0	17.00	.....	23.00-27.00	41
14.6	14.3	15.1	6.1	4.9	41.5	13.4	13.8	41.0	45.4	35.1	...	33.7	46.7	8.8	8.6	44.8	38.7	16.00	.....	21.00-25.00	42
14.4	14.6	14.7	6.1	5.2	40.7	14.0	15.4	38.9	47.3	38.5	20.0	35.2	48.4	8.7	8.5	45.0	38.5	17.75	.....	28.00-32.00	43
15.0	14.9	14.9	6.3	5.4	45.7	13.7	15.3	43.3	49.1	...	20.0	35.2	49.2	8.9	8.8	39.3	38.8	19.50	.....	24.50-28.00	44
13.5	13.8	14.2	6.3	4.3	44.6	14.2	14.3	42.8	45.2	35.7	19.5	32.4	45.6	8.2	8.0	44.5	38.7	15.50	.....	32.50-36.50	45
14.0	13.5	14.5	9.1	4.5	46.6	...	14.1	42.6	47.5	36.0	19.1	33.6	45.2	8.3	8.3	41.7	39.0	15.50	.....	.....	46
14.0	15.0	14.6	6.1	4.9	46.9	12.3	13.7	36.8	44.2	34.4	20.0	33.1	45.9	8.2	8.0	40.6	38.5	16.00	.....	25.00-29.00	47
14.5	14.4	14.4	6.3	5.1	35.3	14.5	14.7	41.3	44.5	36.3	19.7	34.0	46.6	8.6	8.6	45.4	39.1	16.00	.....	22.00-26.00	48
15.6	14.8	15.4	7.2	4.4	35.9	14.5	15.8	38.7	42.8	40.8	20.7	38.1	43.7	9.1	9.0	43.7	38.1	.....	8.37	21.00-25.00	49
15.4	15.6	15.7	7.1	3.6	43.5	13.9	16.0	40.5	43.7	39.5	21.2	36.5	43.2	9.0	8.9	37.6	37.8	.....	12.95	26.00-30.00	50
16.8	15.4	15.6	6.7	5.7	45.8	13.3	16.3	38.9	42.8	...	22.7	37.5	42.5	9.3	9.4	42.7	38.7	.....	10.30	21.00-25.50	51
16.1	16.7	16.3	7.5	6.6	35.6	15.3	16.0	38.3	44.8	40.0	23.2	38.9	47.5	9.9	9.6	39.6	37.8	.....	10.50	19.50-23.50	52
16.8	15.4	15.6	6.6	5.9	38.4	14.2	16.3	37.7	40.4	39.9	22.1	36.6	46.5	9.2	9.6	42.0	38.0	.....	11.50	27.50-31.50	53
17.2	15.9	16.5	7.3	5.7	35.7	15.4	17.0	43.0	46.1	39.8	22.6	38.7	45.7	9.7	9.8	44.2	37.7	.....	10.10	22.00-26.00	54
14.9	14.7	15.1	7.4	5.8	41.6	13.9	16.3	40.7	47.2	36.6	21.2	34.2	44.9	9.0	9.2	41.5	37.5	.....	8.25	26.00-30.00	55
16.9	16.6	16.6	7.7	6.3	45.2	13.1	16.9	44.4	50.3	40.0	23.1	35.9	45.2	9.5	9.7	42.5	38.0	.....	.....	20.00-24.00	56
15.1	14.9	15.3	7.3	5.6	37.6	14.4	16.0	43.5	41.4	38.4	21.4	34.4	44.6	9.2	9.4	42.8	37.6	.....	5.40	24.50-28.50	57
15.5	13.9	14.7	7.1	5.8	34.4	12.7	16.3	42.4	47.6	...	20.6	32.0	44.7	9.3	9.4	45.0	37.5	.....	4.90	22.00-26.00	58
15.0	15.1	15.3	8.1	5.6	51.9	12.8	14.9	42.5	39.7	...	20.3	31.3	43.7	8.9	8.8	40.9	38.4	.....	.....	17.00-21.00	59
14.9	14.1	14.9	7.2	4.8	45.4	12.1	15.2	38.0	38.9	35.2	20.6	34.1	43.3	7.9	7.8	36.4	38.2	.....	13.00	20.50-24.50	60
16.2	15.8	16.4	8.3	5.9	50.7	13.3	15.4	48.0	45.6	38.7	21.8	33.3	44.7	8.8	8.6	44.3	39.2	.....	13.65	20.00-24.00	61
15.0	15.1	15.9	8.4	4.6	48.9	12.4	15.7	37.5	44.7	34.2	23.1	35.7	48.5	9.0	8.9	39.2	37.7	.....	10.75	23.00-27.00	62
14.9	14.5	14.9	7.3	4.9	49.2	11.0	13.3	41.4	40.0	36.4	20.3	30.6	42.9	8.0	8.0	39.0	37.6	.....	13.00	23.50-27.50	63
14.9	15.0	15.3	7.5	5.0	50.3	14.5	15.1	39.1	38.7	36.9	20.4	31.6	42.5	8.9	8.4	43.0	38.3	.....	13.25	21.00-25.00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

No. of Commodities 1943	Commodities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec. 1933	Dec. 1939	Dec. 1940	Dec. 1941	Dec. 1942	Dec. 1943	Nov. 1944	Dec. 1944
510	All commodities.....	64.0	127.4	155.9	97.3	97.9	96.0	69.0	81.7	84.2	93.5	97.0	102.5	102.4	102.5
	Classified according to chief component material—														
113	I. Vegetable Products.....	58.1	127.9	167.0	86.2	95.0	93.9	60.4	72.0	70.8	80.2	86.0	94.8	94.6	95.0
74	II. Animals and Their Products	70.9	127.1	145.1	96.0	100.0	109.8	63.7	80.3	83.5	98.8	105.0	109.6	106.7	106.0
61	III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	96.2	89.6	71.7	81.9	84.4	94.9	91.9	91.9	91.7	91.7
50	IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	99.0	93.2	64.4	85.3	91.3	99.2	103.1	115.9	118.1	118.1
43	V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.3	93.4	86.7	102.2	106.3	112.9	115.8	116.0	117.0	117.0
17	VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	95.7	96.5	66.5	75.3	77.7	77.6	79.7	79.7	79.7	79.7
81	VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	103.1	93.4	85.8	86.7	90.8	98.5	99.5	102.3	101.8	102.7
71	VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.3	95.1	80.8	85.1	90.8	104.1	101.1	100.1	99.9	100.1
	Classified according to purpose—														
207	I. Consumers Goods.....	62.0	102.7	136.1	96.9	97.3	95.3	73.3	81.2	85.2	95.3	96.5	97.7	97.1	97.0
114	Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.0	103.3	67.4	79.1	81.8	94.6	100.8	103.2	100.8	100.7
93	Other Consumer Goods.....	62.2	91.9	126.3	101.4	96.1	90.0	77.3	82.6	87.5	95.8	93.6	94.1	94.6	94.6
366	II. Producers Goods.....	67.7	133.3	164.8	98.8	97.8	95.9	64.3	78.1	79.1	85.7	90.0	99.5	99.7	100.1
24	Producers' Equipment.....	55.1	81.9	108.6	104.1	110.4	96.2	87.2	96.6	102.2	108.6	110.1	117.5	118.3	120.0
342	Producers Materials.....	69.1	139.0	171.0	98.2	96.4	95.9	61.8	76.0	76.5	83.2	87.8	97.5	97.6	97.9
111	Building and Construction Materials.....	67.0	100.7	144.0	108.7	97.8	97.9	80.6	94.2	98.0	112.9	117.2	126.7	127.4	127.6
231	Manufacturers' Materials...	69.5	148.1	177.3	95.8	96.1	95.5	58.6	72.9	72.9	78.2	82.8	92.5	92.6	92.9
	Classified according to origin—														
	I. Farm—														
154	A. Field.....	59.2	134.7	176.4	91.2	95.2	91.5	60.3	70.0	69.6	79.0	82.7	90.5	90.1	90.4
88	B. Animal.....	70.1	129.0	146.0	95.9	99.8	106.7	65.3	82.3	84.5	96.8	100.9	102.2	100.6	100.4
63	Farm (Canadian)...	64.1	132.6	160.6	88.0	97.7	104.5	53.6	69.0	67.1	74.6	87.1	104.6	103.1	103.3
16	II. Marine.....	65.9	111.6	114.1	91.7	103.7	107.0	66.8	80.3	82.9	108.2	120.2	138.0	130.5	130.5
58	III. Forest.....	1.1	89.7	151.3	106.8	99.0	93.1	64.7	85.0	90.9	98.8	102.6	115.2	117.3	117.3
194	IV. Mineral.....	67.9	115.2	134.6	106.4	100.2	92.3	82.2	88.0	92.2	97.7	98.8	100.2	100.3	100.6
213	All raw (or partly manufactured)...	63.8	120.8	154.1	94.7	98.2	98.9	58.9	74.4	76.1	85.6	92.8	104.3	103.3	103.6
297	All manufactured (fully or chiefly)	64.8	127.7	156.5	100.4	97.5	93.2	72.0	81.2	83.0	92.2	92.6	93.8	93.7	93.7

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Statistics	Cost of Living, Bureau of Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910 = 1000	1936-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
Base Period:	1926	(a)	1926	(b)	1930	(a)	(g)	(h)	1910 = 1000	1938 = 1000	(f)	(d)	1926-1930 = 1000	(b)
1913.....	64.0	79.1	69.8	70.7	.....	(g) 100	(g) 100	.....	1125	814	.....	.....	748	628
1914.....	65.5	79.7	68.1	71.8	.....	100	100	.....	1080	855	.....	.....	805	676
1915.....	70.4	80.7	69.5	72.5	.....	123	146	.....	1204	855	.....	.....	824	724
1916.....	84.3	87.0	85.6	77.9	.....	176	.....	.....	1370	906	.....	.....	1024	786
1917.....	114.3	117.5	115.6	91.6	.....	203	.....	204	1583	996	.....	.....	1225	850
1918.....	127.4	131.3	131.3	107.5	.....	215	.....	222	1723	1177	.....	.....	1282	912
1919.....	134.0	115.6	138.6	123.8	.....	249	.....	224	1854	1458	.....	.....	1536	1019
1920.....	155.9	145.4	154.4	143.0	.....	226	.....	200	2512	1320	.....	.....	1428	1034
1921.....	110.0	129.9	97.6	127.7	.....	183	.....	191.2	1806	1063	.....	.....	1194	952
1922.....	97.3	120.4	86.7	119.7	.....	172	.....	167.5	1445	1101	.....	.....	1053	1010
1923.....	100.0	121.8	100.0	126.4	.....	166	.....	144.5	1387	1069	.....	.....	994	1006
1924.....	96.4	120.5	96.7	122.6	.....	164	.....	141.2	1305	1066	.....	.....	888	1004
1925.....	95.3	121.7	95.3	122.5	.....	157	.....	128.5	1165	1041	.....	.....	863	981
1926.....	86.6	120.8	86.4	119.4	.....	140	.....	91.0	1047	932	.....	.....	904	795
1927.....	87.1	94.4	85.7	92.4	.....	154	.....	111.2	1136	965	.....	.....	1021	923
1928.....	84.6	101.2	86.3	102.7	.....	156	.....	107.1	1174	1000	.....	.....	1036	951
1929.....	78.6	102.2	78.6	100.8	.....	158	.....	138	1146	999	.....	.....	1071	990
1930.....	80.4	101.5	77.1	99.4	.....	184	.....	143.0	1047	1051	.....	.....	1195	1035
1931.....	82.9	105.6	78.6	100.2	.....	152.6	.....	174	1398	1034	.....	.....	1311	1073
1932.....	90.0	111.7	87.3	105.2	.....	159.4	.....	193	1442	1173	.....	.....	1416	1109
1933.....	95.7	117.0	90.8	116.5	.....	200	.....	209.6	1589	1172	.....	.....	1513	1002
1934.....	100.0	118.4	103.2	123.5	.....	199	.....	218.2	1708	1244	.....	.....	1565	1001
1935.....	102.5	119.3	103.1	123.4	.....	183.4	.....	220.0	1757	1262	.....	.....	1566	.....
1944—January.....	102.5	119.0	103.3	124.2	.....	184.0	.....	220.0	1757	1262	.....	.....	1566	.....
February.....	102.7	118.9	103.6	124.2	.....	164.6	.....	220.6	1767	1264	.....	.....	1567	.....
March.....	103.0	119.0	103.8	123.8	.....	164.6	.....	221.3	1768	1272	.....	.....	1567	.....
April.....	102.9	119.1	103.8	124.6	.....	165.9	.....	222.9	1765	1283	.....	.....	1559	.....
May.....	102.5	119.2	104.0	125.1	.....	168.1	.....	223.4	1773	1291	.....	.....	1558	.....
June.....	102.5	119.0	104.3	125.4	.....	168.1	.....	223.4	1773	1292	.....	.....	1565	.....
July.....	102.5	118.9	104.3	126.1	.....	167.1	.....	223.4	1773	1292	.....	.....	1565	.....
August.....	102.3	118.9	104.1	126.4	.....	167.5	.....	223.5	1757	1285	.....	.....	1566	.....
September.....	102.3	118.8	104.0	126.5	.....	167.5	.....	223.5	1757	1285	.....	.....	1558	.....
October.....	102.4	118.6	104.1	126.4	.....	166.7	.....	222.9	1761	1281	.....	.....	1559	.....
November.....	102.4	118.6	104.4	126.5	.....	166.9	.....	222.9	1770	1301	.....	.....	1559	.....
December.....	102.5	118.3	104.4	126.5	.....	166.9	.....	222.0	1400	1301	.....	.....	1400	.....
1945—January.....	102.5	118.6	104.4	126.5	.....	201	.....	222.0	1400	1270	.....	.....	1400	.....
February.....	102.5	118.6	104.4	126.5	.....	202	.....	222.0	1400	1270	.....	.....	1400	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Fatal Industrial Accidents in Canada During the Fourth Quarter of 1944

DURING the fourth quarter of 1944 there were 262 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 295 fatal accidents during the fourth quarter of 1943. Of the 262 fatalities during the period under review, 97 occurred in October, 88 in November and 77 in December. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred contain 25 fatalities for the first three quarters of 1944 and one fatality for 1943.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the *LABOUR GAZETTE* and newspaper reports.

Classified by groups of industries the fatalities occurring during the fourth quarter of 1944 were as follows: agriculture, 24; logging, 29; fishing and trapping, 5; mining, non-ferrous smelting and quarrying, 40; manufacturing, 55; construction, 25; central electric stations, 4; transportation and public utilities, 56; trade, 11; service, 13.

Of the mining accidents, 23 were in "metaliferous mining," eleven in "coal mining," four in "non-metallic mineral mining and quarrying, n.e.s." and two in "structural materials."

Of the accidents in manufacturing, two were in "vegetable foods, drink and tobacco," two in "animal foods," two in "leather, fur and products," seven in "saw and planing mill products," one in "wood products," one in "pulp paper and paper products," one in "printing and publishing," 19 in "iron, steel and products," one in "non-ferrous metal products," 9 in "non-metallic mineral products," four in "chemical and allied products," four in "ship-building," and two in "miscellaneous products."

In construction there were 17 fatalities in "buildings and structures," and eight in "highway and bridge".

In transportation and public utilities, there were 31 fatalities in "steam railways," two in "street and electric railways," eight in "water transportation," four in "air transportation," nine in "local and highway transportation," and two in "storage."

In trade there was one fatality in "wholesale," and 10 in "retail".

Of the fatalities in service, nine were in "public administration," and four in "personal, domestic and business."

There was no major disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows:

On November 16, near North Bend, B.C., a train was derailed when it struck a rockslide and an engineer, a fireman, a conductor and a trainman were killed.

A riding rake carrying men to work plunged down a slope when the engine of the haulage rope failed and three coal miners lost their lives at Glace Bay, N.S., on December 18. Another two coal miners were killed when struck by a string of coal cars, on November 2, at New Waterford, N.S.

A prospector and his helper were frozen to death on a trail while staking claims, near Kirkland Lake, Ontario, about December 19.

When a train struck a truck, on December 22, three gas plant employees were killed, at Sherbrooke, Que.

Two test pilots employed by an airplane factory died in a crash while testing a plane, near Toronto, Ontario, on December 21.

Two electricians in a nitrogen plant were electrocuted from a short circuit while working in a sub-station, near Calgary, Alberta, on October 19.

When a train struck their auto, at Bourget, Ontario, on December 4, three plasterers were killed.

A welder and a plumber's helper died from burns received while using a blow torch in welding a tank, at Montreal, on November 21.

Two road workers lost their lives near Mannville, Alberta, on October 10, when crushed under an overturned power road grader.

On October 28, two labourers engaged in trucking gravel, were killed when buried in a landslide in a gravel pit, near Sherbrooke, Quebec.

Two dairy truck drivers were killed when a train struck their truck, at Joly, Quebec, on October 3.

At Halifax, N.S., on November 4, three employees lost their lives in a fire in a hostel.

When overcome by sewer gas while cleaning a septic tank, an engineer and a superintendent at an experimental farm laboratory died, at Richmond Hill, Ontario, on November 9.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first three quarters of 1944 has been compiled which contains 25 fatalities, of which three were in logging, six in mining, non-ferrous smelting and quarrying, five in manufacturing, three in construction, six in transportation and public utilities, and two in service. One of these accidents occurred in April, two in June, eight in July, four in August and 10 in September.

A further supplementary list of accidents occurring in 1943 has been made. This includes one fatality which occurred in transportation and public utilities in July.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1944, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE													
	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.).....	1			3	2				1				7
B.—Working machines.....	1												1
C.—Hoisting apparatus (elevators, conveyers, etc.).....					9	1		1	1				12
D.—Dangerous substances (steam, electricity, flames, explosions, etc.).....	2	1		5	9	2		2			5		26
E.—Striking against or being struck by objects.....		1			4								5
F.—Falling objects.....	2	14		14		3		3	1		1		38
G.—Handling of objects.....		5			1								6
H.—Tools.....					1								1
I.—Moving trains, vehicles, watercraft, etc.....	8	6	5	5	8	8	4	45	7		4		100
J.—Animals.....	5	1											6
K.—Falls of persons.....	4			3	9	10		3	1		3		33
L.—Other causes (industrial diseases, infections, lightning, caves, etc.).....	1	1		10	12	1		2					27
Totals.....	24	29	5	40	55	25	4	56	11		13		262

Library of the Department of Labour

Select List of References on Employment Management

THIS is the second of a series of bibliographies on labour and related problems compiled by the Library for publication in the *LABOUR GAZETTE*. It consists of a select list of references on employment management available in the Library of the Department of Labour. Except for a few standard texts the list refers to material published since the war. The first list in this series appeared in last month's issue (p. 115).

Employment Management

GENERAL

Aircraft Industry Relations Committee. *Information digest*, Report of the Canadian aircraft industry's first national conference of personnel directors, Seignior club, June 7-9, 1943. Toronto, Aircraft Industry Relations Committee, 1943. 78 p.

ALBU, AUSTEN. *Management in transition*. London, Victor Gollancz, 1942. 24 p. (Fabian Society Research Series No. 68.)

American Management Association. *How to establish and maintain a personnel department*. New York, American Management Association, 1944. 114 p. (Research Report No. 4.)

— *Incentive compensation in wartime*, by George T. Trundle [and others]. New York, American Management Association, 1943. 31 p. (Production Series No. 146.)

— *Increasing factory output through better use of employee skills*, by W. C. Zinck [and others]. New York, American Management Association, 1941. 46 p. (Production Series No. 129.)

— *Industrial relations problems in a defence economy*, by Harold F. North [and others]. New York, American Management Association, 1941. 43 p. (Personnel Series No. 48.)

— *Maintaining office morale*, by Henry E. Niles and G. V. Anderson. New York, American Management Association, 1943. 43 p. (Office Management Series No. 100.)

— *Signposts of industrial relations*, by Harold F. North [and others]. New York, American Management Association, 1942. 36 p. (Personnel Series No. 54.)

— *Supervision of women on production jobs*, a study of management's problems and practices in handling female personnel. New York, American Management Association, 1943. 31 p. (Special Research Report No. 2.)

— *Trends in office organization and personnel policies*, by Ordway Tead, [and others]. New York, American Management Association, 1942. 36 p. (Office Management Series No. 99.)

— *The war production drive and suggestion system techniques*, by W. G. Marshall, [and others]. New York, American Management Association, 1942. 24 p. (Production Series No. 142.)

— *Wartime office personnel problems: selection, training, up-grading, compensation, turnover*, by Robert N. McMurray, [and others]. New York, American Management Association, 1942. 43 p. (Office Management Series No. 97.)

— *Wartime problems of industrial relations*, by T. R. Jones, [and others]. New York, American Management Association, 1941. 28 p. (Personnel Series No. 51.)

— *Wartime trends in employer-employee relations*. Papers presented at the Winter Personnel Conference, Chicago, Feb. 10-12, 1943. New York, American Management Association, 1943. 39 p. (Personnel Series No. 66.)

— *Worker morale and maximum productivity*, by M. M. Olander [and others]. New York, American Management Association, 1943. 40 p. (Personnel Series No. 67.)

ASPLEY, JOHN CAMERON. ed. *The handbook of industrial relations*, ed. by John Cameron Aspley and Eugene Whitmore. Chicago, Dartnell Corporation, 1943. 1055 p.

Bell Telephone Company of Canada. *Personnel and Public Relations Department. Working together*. Montreal, Bell Telephone Company, 1943. 28 p.

British Standards Institution. *Principles of production control, Office aid to the factory*. . . . Undertaken with approval of the Minister of Production. London, British Standards Institution, 1943. 15 p.

BURT, HAROLD E. *Principles of employment psychology*. New York, Harper and Brothers, 1942. 568 p.

Canada. Department of Labour. *Importance of personnel management in utilization of manpower*. Address by A. MacNamara, Deputy Minister of Labour. The *LABOUR GAZETTE*, Ottawa, February, 1944. p. 255-258.

— *Outline of topics for condensed courses in personnel administration*. Developed in co-operation with universities which submit approved courses for the promotion of sound personnel administration primarily but not exclusively in the war industries. Ottawa, Department of Labour, 1942. 38 p.

Canada Packers Limited. Toronto Plant Relations Committee. *The rights and privileges of Canada Packers Toronto employees*. Toronto, Canada Packers Limited, 1941. 12 p.

COOK, P. H. *The psychology of management-worker relations*. Melbourne, Melbourne University Press, 1943. 28 p. (Realities of Reconstruction No. 8.)

CUNNINGHAM, K. S. *The scientific selection of personnel*, an address delivered by K. S. Cunningham to the Institute of Industrial Management. Melbourne, Institute of Industrial Management, 1942. 15 p.

DAUGHERTY, CARROLL. *Labor problems in American industry*. Boston, Houghton Mifflin Company, 1941. 1008 p.

DAVIS, H. MCFARLAND, ed. *Introduction to foremanship*. London, MacDonal and Evans, 1942. 200 p.

FELDMAN, HERMAN. *Stabilizing jobs and wages through better business management*. New York, Harper and Brothers, 1940. 334 p.

FENELON, K. G. *Management and labour*. London, Methuen and Company, Ltd., 1939. 276 p.

FLEDDERUS, MARY L. *Technology and livelihood*, by Mary L. Fledderus and Mary Van Kleeck. New York, Russell Sage Foundation, 1944. 237 p.

FOLLETT, MARY PARKER. *Dynamic administration*, the collected papers of Mary Parker Follett, edited by Henry C. Metcalf and L. Urwick. New York, Harper and Brothers, 1940. 320 p.

GARDINER, GLENN. *How to correct workers; a working guide for department heads, supervisors and foremen*. New York, Elliott Service Company, 1943. 23 p.

— *How to create job satisfaction*. New York, Elliott Service Company, 1943. 53 p.

— *How to get out more work*. New York, Elliott Service Company, 1943. 35 p.

— *How to handle grievances*. New York, Elliott Service Company, 1943. 52 p.

— *Qualities of a "good boss"*. New York, Elliott Service Company, 1943. 24 p.

GILSON, MARY BARNETT. *What's past is prologue—reflections on my industrial experience*. New York, Harper and Brothers, 1940. 307 p.

Industrial Welfare and Personnel Management V. 3, No. 2— February, 1921— London, Industrial Welfare Society, 1921— Monthly.

Industrial Welfare Society. *Outline of industrial welfare and personnel management*. London, Industrial Welfare Society, 1944. 16 p.

— *Welfare in industry*. London, Industrial Welfare Society, 1942. 32 p.

Institute of Industrial Administration. *Management in action*. October, 1943, conference. . . London, Institute of Industrial Administration, 1944. 135 p.

JOHNSTONE, ELIZABETH HARVEY. *Principles of employment supervision in war and peace*. (International Labour Review, Montreal, September, 1943. p. 277-307.)

KLANG, FRANTISEK. *Administration of labour*, an essay on problems of social economy, by Frantisek Klang [and others]. London, George Allen and Unwin, 1942. 99 p.

Labour Management, Volume XXII, No. 251— July, 1941— London, Institute of Labour Management, 1941— Monthly.

Labour Relations Institute. *How to handle your labor problems during reconversion*. A special report for members of the Labor Relations Institute. New York, Labor Relations Institute, 1944. 40 p.

LEFFINGWELL, W. H. *Textbook of office management*, by W. H. Leffingwell and E. M. Robinson. New York, McGraw-Hill Book Company, 1943. 469 p.

Lever Brothers. *Now that you are joining us*. Toronto, Lever Brothers, 1944. 30 p.

LOCKE, H. W. *Fundamentals of personnel management*. London, Institute of Labour Management, 1943. 18 p.

Lockheed Aircraft Corporation. *Industrial relations code*. Burbank, Lockheed Aircraft Corporation, 1944. 95 p.

MATHENY, MARSHALL. *The role of personnel management policies in America's economic future*, by Marshall Matheny [and others]. New Wilmington, Pa., Economic and Business Foundation, 1944. 32 p.

McGill University. *McGill course in personnel administration*. May, 1943-November, 1943. Montreal, McGill University, 1943.

McKinnon Industries, Limited. *Employee suggestion plan*. St. Catharines, McKinnon Industries, Limited, 1942. 10 p.

McMURRY, ROBERT N. *Handling personality adjustment in industry*. New York, Harper and Brothers, 1944. 297 p.

METCALF, HENRY C. *The new administrator as coordinator of production, sales, finance and personnel policies*. New York, Bureau of Personnel Policies, 1939. 13 p.

Metropolitan Life Insurance Company. *The employee counselor in industry*. A report prepared for Metropolitan group policy holders. New York, Metropolitan Life Insurance Company, 1944. 24 p.

— *Employee rating methods*. New York, Metropolitan Life Insurance Company, 1939. 48 p.

— *The exit interview*. New York, Metropolitan Life Insurance Company, 1943. 22 p.

— *Personnel policies governing absence for military service*. New York, Metropolitan Life Insurance Company, 1941. 11 p.

— *Stimulating and maintaining employee morale*. New York, Metropolitan Life Insurance Company, 1943. 53 p.

Michigan University. Bureau of Industrial Relations. *Management, labor and technological change*, by John W. Riegel. Ann Arbor, University of Michigan press, 1942. 187 p. (Report No. 3.)

— *Personnel management in war industries*. Ann Arbor, University of Michigan Press, 1943-1944. 2 v.

MOSHER, WILLIAM E. *Public personnel administration*, by William E. Mosher and J. Donald Kingsley. New York, Harper and Brothers, 1941. 671 p.

MOXON, G. R. *Functions of a personnel department*. London, Institute of Labour Management, 1943. 27 p.

— *The growth of personnel management in Great Britain during the war*. (International Labour Review, Montreal, December, 1944. p. 709-735.)

MYERS, CHARLES A. *Personnel problems of the postwar transition period*. New York, Committee for economic development, 1944. 54 p.

National Association of Manufacturers. *Constructive industrial practices*. New York, National Association of Manufacturers, 1939. 43 p.

— *The foreman*. New York, National Association of Manufacturers, 1943. 16 p.

— *Good industrial relations*. New York, National Association of Manufacturers, 1943. 11 p.

— *Peacetime plans of industrial companies*. New York, National Association of Manufacturers, 1943. 22 p.

— *The profession of management*. New York, National Association of Manufacturers, 1942. 35 p. (You and industry booklets. New Series No. 9.)

— *Suggested employment procedures*. New York, National Association of Manufacturers, 1939. 15 p.

National Foremen's Institute. *Supervising the woman war worker*. Deep River, Conn. National Foremen's Institute, Inc., 1942. 34 p.

National Industrial Conference Board. *Comments on management problems*. A poll of the views of executives of representative companies on matters of timely interest. (Conference Board Management Record, New York, July, 1942. p. 206-207, 227-228.)

— *Plan for rating factory and office jobs*, by E. S. Horning. New York, National Industrial Conference Board, 1944. 8 p.

— *Studies in personnel policy* Nos. 1— New York, National Industrial Conference Board, 1937—

National Research Council. Committee on Work in Industry. *Fatigue of workers*. New York, Reinhold Publishing Corporation, 1941. 165 p.

New Jersey. Department of Public Instruction. Vocational Division. *Dealing with human problems in industry*, edited by Ethel Herron. Trenton, New Jersey, Department of Public Instruction, 1943. 36 p.

NIELSEN, VIGO C. *Preparing for postwar personnel relations*. (Harvard Business Review, New York, Winter 1944. p. 239-248.)

Northeastern University. College of Business Administration. Bureau of Business Research. *Merit rating in industry*, by Asa S. Knowles. Boston, Northeastern University, 1940. 36 p.

— *Merit rating of supervisors, foremen and department heads*, by Asa S. Knowles. Boston, Northeastern University, 1940. 19 p.

Nuffield College. *Employment policy and organization of industry after the war*. London, Oxford University Press, 1943. 70 p.

Professional Journal, Volume 1, No. 1— May, 1922— Official Journal of the Personnel Research Federation, Baltimore, Williams and Wilkins, 1922. Monthly.

PIGORS, PAUL. *Understanding as a condition for success in order-giving*, by Paul and Faith Pigors. Cambridge, Industrial Relations Associates, Inc., 1925. 28 p.

PLUMMER, LEIGH S. *Getting along with labor, practical personnel programs*. New York, Harper and Brothers, 1939. 112 p.

Princeton University. Department of Economics and Social Institutions. Industrial Relations Section. *Company plans for employee promotions*, by Helen Baker. Princeton, N.J. Industrial Relations Section. Department of Economics and Social Institutions. Princeton University, 1939. 48 p.

— *Current policies in personnel relations in banks*, by Helen Baker. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions. Princeton University, 1940. 50 p. (Research Report Series No. 61.)

— *The determination and administration of industrial relations policies*, by Helen Baker. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions. Princeton University, 1939. 74 p. (Report No. 55.)

— *Employee counseling*, by Helen Baker. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1944. 64 p.

— *The employment division*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941. 6 p. (Industrial Relations Digests No. 2.)

— *Maximum utilization of employed manpower*. A check list of company practice. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1943. 46 p.

— *Methods of transmitting information to employees*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton

University, 1942. 8 p. (Industrial Relations Digest No. XI.)

— *The organization of a personnel department*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941. 6 p. (Industrial Relations Digest No. I.)

— *Selection procedures*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941. 8 p. (Industrial Relations Digest No. X.)

— *The use of part-time workers in the war effort*, by Helen Baker. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1943. 48 p.

— *Women in war industries*, by Helen Baker. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1942. 82 p. (Research Report Series No. 66.)

Queen's University. *Conference on Industrial Relations*. Kingston, Jackson Press, 1936-1941.

ROETHLISBERGER, FRITZ JULES. *Management and morale*. Cambridge, Harvard University Press, 1941. 194 p.

SCHULTZ, RICHARD S. *Wartime supervision of workers*. New York, Harper and Brothers, 1943. 206 p.

SCOTT, WALTER DILL. *Personnel management; principles, practices, and point of view*, by Walter Dill Scott [and others]. New York, McGraw-Hill Book Company, 1941. 559 p.

SMITH, ELLIOTT DUNLAP. *Technology and labor*. A study of the problems of labor saving. Published for the Institute of Human Relations. New Haven, Yale University Press, 1939. 222 p.

SUTERMEISTER, ROBERT A. *If I were a war-worker*. New York, Personnel Research Federation, 1942. p. 96-102. Reprinted from Vol. 21, No. 3, September, 1942, Personnel Journal. Based upon a talk given at the University of British Columbia in a Personnel administration course sponsored by the Canadian Department of Labour.

Tennessee. State Board for Vocational Education. *More efficient use of women in industry*. Nashville. State Board for Vocational Education, 1944. 91 p.

TRIGG, FRANCES W. *The job of the industrial counselor for women*. Washington, Office of Education, 1944. 34 p.

U.S. Navy Department. *Your job with the United States navy*. A statement of personnel policies for civilian employees in naval shore establishments. Washington, G.P.O., 1943. 16 p.

— War Department. *Civilian personnel pamphlets* No. 1— 1943— Washington, War Department, 1943—

— Women's Bureau. *The woman counselor in war industries*, by Dorothy K. Newman. Washington, Women's Bureau, 1944. 12 p.

— *Women in personnel and industrial relations work in war industries*. Washington, Women's Bureau, 1943. 22 p.

URWICK, L. *Personnel management in relation to factory organization*. London, Institute of Labour Management, 1943. 27 p.

VERTREES, JOSEPH H. *Human problems in production supervision*. Ann Arbor, Edwards Brothers, Inc., 1941. (10 sections.)

WAGNER, L. C. ed. *Personnel administration and industrial relations*. A series of lectures

presented at the University of Manitoba in an evening course sponsored by the Dominion Department of Labour, edited by L. C. Wagner. Winnipeg, University of Manitoba, Department of Commerce, Industrial Relations Committee, 1943. 313 p.

WATKINS, GORDON S. *The management of labor relations*, by Gordon S. Watkins and Paul A. Dodd. New York, McGraw-Hill Book Company, 1938. 780 p.

YODER, DALE. *Personnel management and industrial relations*. New York, Prentice-Hall Inc., 1943. 848 p.

EMPLOYEES—TRAINING

American Management Association. *Industrial training programs for increased production*, by Albert Sobey, [and others]. New York, American Management Association, 1940. 32 p. (Production Series No. 126.)

— *Job methods training and other production helps*, by Channing R. Dooley [and others]. New York, American Management Association, 1942. 36 p. (Production Series No. 140.)

— *Selection and training procedures in expanding the working force*, by Guy B. Arthur [and others]. New York, American Management Association, 1941. 31 p. (Personnel Series No. 53.)

— *Training workers and supervisors for war production*, by Mary Anderson [and others]. New York, American Management Association, 1942. 40 p. (Personnel Series No. 56.)

American Technical Society, Chicago. *How to train shop workers*. A shop training manual for use by foremen and instructors in the training of workers in production and service jobs, by C. A. Prosser and Philip S. Van Wyck. Toronto, General Publishing Company, 1941. 126 p.

Australia. Department of Labour and National Service. Industrial Training Division. *A guide for instructors of defence trainees*. Melbourne, Stuart Taylor, 1942. 50 p.

— *Emergency training scheme for industrial welfare and personnel officers*. Canberra, Department of Labour and National Service. 1943. 10 p.

BLAIN, I. J. *Principles of industrial training*. (Occupational Psychology, London, July, 1944. p. 105-111.)

California Institute of Technology. Industrial Relations Section. *Selecting, training and rating supervisors*, by V. V. Veysey. Pasadena, California Institute of Technology, 1944. 40 p. (Bulletin No. 6.)

— *Training of supervisors*, by Gerald G. Chappell. Pasadena, California Institute of Technology, 1944. 69 p. (Bulletin No. 10.)

Canada. Department of Labour. *Canada's war emergency training programme*. Ottawa, Department of Labour, 1942. 19 p. Reprinted from Manufacturing and Industrial Engineering, November, 1942.

— *Training for war industry bulletins*. No. 1— 1941— Ottawa, King's Printer, 1941—

Canadian Pulp and Paper Association. *The purpose and progress of the wartime machine shop board*. Montreal, Canadian Pulp and Paper Association, 1941. 17 p.

Chamber of Commerce of the United States of America. Committee on Education. *Retrain-*

ing war workers for peacetime activities. Washington, Chamber of Commerce of the United States of America, 1944. 7 p.

— Trade Association Division. *Employee training activities of trade associations*. Digest of report of conference in Chicago and supplementary statements. Washington, Chamber of Commerce of the United States of America, 1940. 39 p.

COOPER, ALFRED M. *Employee training*. New York, McGraw-Hill Book Company, 1942. 311 p.

CUSHMAN, FRANK. *Training procedure*. A discussion of the problems encountered in planning, organizing, operating and maintaining efficient training programs in industrial, business, and public service organizations. New York, John Wiley and Sons, 1940. 230 p.

DODD, ALVIN E. ed. *How to train workers for war industries*. A manual of tested training procedures, edited by Alvin E. Dodd and James O. Rice. New York, Harper and Brothers, 1942. 260 p.

Factory Management and Maintenance. *Manual of emergency training for industrial plant employees*. (Reprinted from regular issues of Factory Management and Maintenance.) New York, McGraw-Hill Book Company, 1941. 125 p.

GARDINER, GLENN. *How to train workers quickly*. A wartime manual for training men and women. New York, Elliott Service Company, 1943. 62 p.

Great Britain. Ministry of Labour and National Service. *Production and engineering bulletin*, issued monthly by the Ministry of Labour and National Service and Ministry of Production V. 1. No. 1— June, 1941— London, H.M.S.O., 1941—

— *Training new entrants to industrial work*. A manual for employers issued by the Ministry of Labour and National Service. London, Ministry of Labour and National Service, 1943. 16 p.

Institute of Labour Management, London. *Industrial recruitment and training*; report of a Joint conference of the Institute of Labour Management and the National Institute of Industrial Psychology held on March 6, 1943. London, Aldwych House, 1943. 31 p.

KIDDER, JEROME H. T. *Training job instructors*. (Conference Board Management Record, New York, December, 1940, p. 145-152.)

Lincoln Extension Institute, Inc. *Getting ahead in industry*. A plan of organized training service in modern factory management, prepared by and under the supervision of recognized experts and taught by an organization of competent instructors. Cleveland, Lincoln Extension Institute, Inc., 1944. 47 p.

Metropolitan Life Insurance Company. *Intensive training of industrial employees*. New York, Metropolitan Life Insurance Company, 1941. 29 p.

— *Training employees as job instructors*. A method for facilitating war production. New York, Metropolitan Life Insurance Company, 1943. 36 p.

National Association of Manufacturers. *The foreman, the key man in your plant*. New York, National Association of Manufacturers, 1943. 16 p.

National Industrial Conference Board. *How one company develops supervisors*, by S. Avery Raube. (Management Record, New York, June, 1943. p. 246-249.)

National Institute of Industrial Psychology, London. *Training industrial workers*. War-time

problems. London, National Institute of Industrial Psychology, 1940. 12 p.

——— *Training operatives for machine shops, a works instructor's handbook*, prepared by the National Institute of Industrial Psychology. London, Sir Isaac Pitman and Sons, Ltd., 1944. 35 p.

Princeton University. Department of Economics and Social Institutions, Industrial Relations Section. *Basic training policies*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941. 8 p. (Industrial Relations Digests, No. VI.)

——— *Selection and training of foremen*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941. 8 p. (Industrial Relations Digests, No. VII.)

REITELL, CHARLES. *Training workers and supervisors*. New York, The Ronald Press Company, 1941. 182 p.

SEYMOUR, A. H. *Suggestions for management selection and training*. (Occupational Psychology, London, October, 1943. p. 186-193.)

SLOCOMBE, C. S. *Skilled workers for defense industries*. New York, Personnel Research Federation, 1940. 79 p.

STARR, RICHARD, B. ed. *Foremanship training*, compiled and edited by Richard B. Starr. New York, Prentice-Hall, Inc., 1943. 191 p.

Steel Workers Organizing Committee. *Industrial training*. Apprentice, vocational and industrial training in relation to the national defence program. Pittsburgh, Pa., Steel Workers Organizing Committee, 1940. 18 p. (Publication No. 4.)

U.S. Apprentice-Training Service. *Training problems in war-production plants and how they were overcome*, by Oswald L. Harvey. Washington, War Manpower Commission, Bureau of Training, Apprentice-Training Service, 1943. 25 p.

——— *Training women for war work*; methods and suggestions for expediting the job. Washington, War Manpower Commission, Bureau of Training, Apprentice-Training Service, 1943. 18 p.

——— *Training women workers*. A three plant study. Washington, War Manpower Commission, Bureau of Training, Apprentice-Training Service, 1943. 14 p.

——— Committee on Apprenticeship. *Proceedings of the Office of production management conference on in-plant training*. Washington, Committee on Apprenticeship. March 17-18, 1941. 83 p.

——— War Manpower Commission. Bureau of Training. *More production through skilled supervision*. The training within industry program. Washington, G.P.O., 1943. 8 p.

——— *Training services available to war industries and agriculture*. Washington, War Manpower Commission, 1943. 11 p.

——— *Training within industry bulletins* No. 1— 1943— Washington, G.P.O., 1943—

——— *Training womanpower*. Washington, War Manpower Commission, 1943. 26 p.

——— War Production Board. Labor Division. *Job instruction*. A manual for shop supervisors and instructors, prepared and made available through the courtesy of Western Electric Company. Washington, G.P.O., 1942. 43 p.

VERNON, PHILIP E. *The training and teaching of adult workers*. London, University of London Press, 1943. 48 p.

VERTREES, JOSEPH H. *Training problems, planning and methods*, by Joseph H. Vertrees and Louis R. Wallack. Ann Arbor, Edwards Brothers Inc., 1941. 20 p. (Human problems in production supervision section 6.)

Western Electric Company. *Job instruction*. A manual for shop supervisors and instructors. Western Electric Company, September, 1940. 80 p.

Policies and Procedure of National Selective Service

Minutes of Meeting of Administration Board Attended by Representatives of U.S. War Manpower Commission

A SPECIAL meeting of the National Selective Service Administration Board was held on January 22, at which two representatives of the United States War Manpower Commission were invited guests.

Because of the special interest of this meeting, at which Canada's manpower policies were outlined in detail by the officers responsible for their administration, the minutes are herewith published in full.

The following topics were dealt with: National Selective Service organization; legal set-up; mobilization for Armed Services; labour priority arrangements; labour supply; alternative service; agricultural labour; industrial mobilization surveys; placement of veterans; and women's employment.

Those present were:

Board Members: Mr. A. MacNamara, LL.D., Director of National Selective Service, Chairman; Mr. S. H. McLaren, Associate Director, N.S.S. (Mobilization), Vice-Chairman; Messrs. H. F. Calore, Chief Executive Officer of Employment Service, Paul Goulet, Associate Director, N.S.S. (French), G. V. Haythorne, Associate Director, N.S.S. (Agriculture), Allan M. Mitchell, Director of Employment Service, Sheldon Ross, Associate Director, N.S.S. (Priorities), R. J. Tallon, Commissioner Unemployment Insurance Commission, L. E. Westman, Associate Director, N.S.S. (War Industries), G/C B. F. Wood, Associate Director, N.S.S. (Essential Civilian Services), Harry Hereford, M.B.E., Director of Planning, N.S.S. and Secretary, P. R. Parent, Assistant Secretary.

Non-Board: Miss M. Grier (for Mrs. Rex Eaton), Associate Director, N.S.S. (Women's Employment), Mr. W. K. Rutherford, (Assistant Director, Employment Service), Mr. T. R. Walsh, (Chief, Legal and Enforcement Branch, Employment Service), Dr. E. P. Laberge, (Chief Operations Division, Employment Service).

Invited Guests: Messrs. Reginald J. Conley, James E. Heffernan, Chester W. Hepler of the United States War Manpower Commission.

Chairman and Minister Extend Welcome

The *Chairman* welcomed the United States representatives of the War Manpower Commission to the meeting and explained that this Special Meeting of the N.S.S. Administration Board had been called in order that the War Manpower Commission representatives might have knowledge of how policies are decided and of the general administrative procedure and control of N.S.S. from a Head Office point of view. He explained that a meeting of this Board is held weekly to deal with administrative matters and that the N.S.S. Advisory Board decided on matters of policy; the Advisory Board was comprised of representatives of labour, employers, agriculture, war veterans and government departments most interested in manpower problems. In regard to the operations of N.S.S., he explained that each member of the Administration Board was a senior official in charge of a specific branch of operation and he would ask that during the course of the meeting each Associate Director would give an outline of the operations of his administration for the benefit of the visitors from the United States. Before proceeding, however, he felt sure that the Honourable Humphrey Mitchell, Minister of Labour who had joined the meeting would wish to voice a welcome.

The *Hon. Mr. Mitchell* said he was pleased to extend to the officials of the War Manpower Commission of the United States, a most cordial welcome and to assure them of the Department's entire co-operation in making their stay in Canada not only pleasant but instructive. To-day and to-morrow, they would be given an outline of operations of N.S.S. and the Employment Offices; the regulations in force and how these are administered and controlled from Head Office. Following the days here they would be visiting a local Employment Office, seeing actual field administration, and the regulations in actual operation. No doubt, problems facing us in Canada have already been encountered in the United States, and it has been realized that through mutual understanding and exchange of thought that we can assist in overcoming the many problems relating to manpower and employment matters which face both countries. We must work through to the end, that the vast resources of both countries shall be put to the greatest use in furthering our goal of total victory in the shortest possible time, and this can only be done by extending our war production to the limit. He wished them success in their tour and a safe journey home.

The *Chairman* asked Mr. Hereford, Director of Planning to outline the organization of National Selective Service.

National Selective Service Organization

Mr. Hereford addressed the meeting as follows:

In March, 1942, following a series of special studies National Selective Service was initiated. Its purpose was to make possible "the orderly and efficient employment of the men and women of Canada for the varied purposes of the war," and to provide direction of the nation's utmost effort on three fronts—the active service front, the industrial front, and the agricultural front.

The program could not be carried out without the use of employment offices. So, to avoid unnecessary duplication, it was decided to use the offices and staffs of the Unemployment Insurance Commission for the purposes of National Selective Service for the duration of the war. The manpower policy was applied in a series of gradual steps in pace with the development of the employment service, the setting up of employment offices and the demands on the manpower of Canada.

At the top of the organization is the National Selective Service Advisory Board, under the Chairmanship of the Director of N.S.S., composed of representatives of labour, employers, farmers, war veterans and government departments most interested in manpower problems, namely: Munitions and Supply, Agriculture, National Defence, Finance and Labour, also the Wartime Prices and Trade Board and the Civil Service Commission. No significant regulations concerning manpower are issued without approval of this Board, which is, in fact, one of the major instruments for consultation and collaboration between government, employers, workers, and farmers.

Day by day administrative problems are considered by the N.S.S. Administration Board, over which the Director of N.S.S. also presides. This Board is composed of a number of Associate Directors, in charge of various phases of N.S.S. operation, who carry the burden of the day-to-day administrative problems. As members of the Administration Board are also members of the Advisory Board, co-ordination of advisory and administrative functions is as complete as possible.

Decentralization has been provided for by the creation of five Regional Directors and five Regional Advisory Boards for the five economic areas: the Maritime Provinces (Nova Scotia, New Brunswick and Prince Edward Island), Quebec, Ontario, the Prairie Provinces (Manitoba, Saskatchewan and Alberta), and British Columbia.

These Regional Boards are under the Chairmanship of the respective Regional Directors and include the Chairmen of the Mobilization Board and the Regional Employment Committee, the Regional Employment Superintendent, one or more representatives of organized labour, representatives of the Wartime Prices and Trade Board and the Departments of Munitions and Supply, National Defence, Veterans Affairs and Agriculture.

These Boards act in an advisory capacity to the Regional Director in the same way that the N.S.S. Advisory Board assists the Director of National Selective Service. Minutes of the meetings of the Regional Boards are exchanged with other Boards and with the N.S.S. Administration Board, and recommendations and suggestions flow from the Regional Boards to the N.S.S. Administration Board.

The Employment Service is served in a similar manner by local and regional Employment Advisory Committees. These committees consist of an independent chairman with representatives of labour, employers, war veterans, agriculture, women's organizations, schools and universities, and other representative citizens. The committee members give their service voluntarily.

The heart of Canada's manpower policy is centred in the Labour Priorities Division of the National Selective Service. In co-operation with the Department of Munitions and Supply, which is responsible for war production, and the Wartime Prices and Trade Board, which is concerned with civilian supply, every industry is

classified as having either very high, high, low, or no labour priority. This classification covers practically every establishment, so that every employment office manager knows the labour priority of every employer in his area and uses it in assigning and transferring labour. Mr. Ross, Associate Director, will give some details of how the priority system is set up and operates.

With few exceptions, all employers and employees are required to use N.S.S. Employment Offices. No employee can quit or be discharged without giving or receiving seven days' notice on a form of which a copy goes to the nearest employment office. No employer may interview or engage any worker and no worker may seek or accept work unless he has a permit to do so from the local employment office. Permits to seek employment may be restricted as to duration, locality, industry, and occupation. They may even be restricted to specified employers. Employers cannot advertise for help—except anonymously in the name of Selective Service—and must requisition all their required labour from the employment office.

For some time military mobilization regulations and civilian manpower regulations were administered by two separate departments of the government. But in 1942, in order to co-ordinate the allocation of manpower between industry and the Armed Forces, the administration of regulations under which men were being called up for compulsory military training was transferred to the Department of Labour and has since been carried out under N.S.S. Mobilization Regulations.

Mr. McLaren, Associate Director of National Selective Service, will be giving you information regarding the military call-up.

On the civilian side a major problem has been to maintain adequate working forces in the high priority labour establishments. In 1943 it became necessary to issue a number of compulsory employment transfer orders to meet the growing labour shortages in certain industries. It became necessary also to issue an order re-directing ex-coal mine workers back to the coal mines and "freezing" farm workers to farm employment during seasonal periods.

Existing N.S.S. regulations were amended in 1943 to provide that no person employed in an establishment with a high priority rating may quit without the permission in writing of a Selective Service officer; also that no employer of such an establishment may discharge an employee without written permission of an N.S.S. official. These amended regulations which were put into effect September, 1943, resulted in a marked reduction in labour turnover. There are now seven Compulsory Transfer Orders in effect applicable to every male person between the ages of 16 and 40 years inclusive. It was never anticipated that these orders would effect a large scale movement of workers, but they have served their primary purpose in allowing us to divert workers from their former employment to other employment in which they could make a much greater contribution to Canada's war effort. In cases where persons are directed or requested by a Selective Service officer to accept other employment allowances may be granted where necessary to cover travelling, the moving of dependents and other necessary expenses arising out of a change of residence. If such change of residence requires a worker to be separated from his family and the earnings from the new employment do not compensate him for the increased cost of living a supplementary living allowance may be granted him.

A person transferred from one employment to another is entitled to reinstatement in his original employment on termination of the work to which he has been directed. The physical condition of persons subject to transfer not being particularly high (as a large proportion of such workers have previously been rejected for military service) there are claims of inability to accept the alternative employment offered because of physical condition. Therefore we have established throughout the country, panels of civilian doctors to whom all such cases are referred by Selective Service officers. A large group who have not been transferred, although subject to compulsory orders, is made up of married persons and single persons with dependents. We do not generally require transfers in these cases if it involves a change of residence. Further, we have not generally required a change of employment on the part of a married person where it would involve a reduction in pay.

Special features of N.S.S. operation include agriculture on which Mr. Haythorne, Associate Director, will speak, and coal mining, which Mr. Westman, Associate Director, will discuss.

The Chairman called on Mr. Walsh to give an outline of the legal set-up of National Selective Service and Employment Offices.

Legal Set-up of National Selective Service and Employment Offices

Mr. Walsh explained that under the War Measures Act which was in effect an Act of Parliament with no limit to its authority, National Selective Service Regulations were first approved in March, 1942. These regulations were restricted to some extent in as much as they only applied to persons between the ages of 17 and 45 years. The regulations now, however, are much broader. They apply to all persons both male and female from 16 to 64 years of age. The basic features of the regulations are that no person can get employment without a permit from National Selective Service. An employer cannot hire without permission of N.S.S. Every unemployed person must register with the local Employment Office. The regulations also provide that no person may leave his employment without first giving 7 days' notice; this requirement has been extended in cases of high priority industries, that is, designated establishments, where the notice must be approved in writing by a N.S.S. officer. An employer likewise cannot discharge or lay-off workers without first giving 7 days' notice. Advertising for workers is also controlled through National Selective Service. Compulsory direction has been provided by way of transfer orders from low priority establishments to high priority establishments. Direction is also provided for persons rejected from Military Service, and of course to unemployed persons. The labour exit permit is a means of control on persons leaving Canada. Agriculture is a frozen industry and no person may leave without permission of the Employment Service. Treatment of Conscientious Objectors is another phase of the regulations and such persons are directed to high priority employment, under special agreements. In regard to veterans, the Reinstatement in Civil Employment Act is an important factor and the terms of this Act have also been applied to persons who through direction by N.S.S. have lost contact with their original employer. Technical

and professional personnel are controlled by special features under the supervision of the Wartime Bureau of Technical Personnel.

The Chairman advised that owing to pressing duties he regretted that he had to leave the meeting but asked Mr. McLaren to take the chair in his stead.

Mobilization for Armed Services

Dealing with the subject of Mobilization, Mr. McLaren compared the Canadian system with the American system, pointing out that there are thirteen Mobilization Boards in Canada, but there are 6,500 Draft Boards in the U.S.A. It was explained that the functions of the actual members of the Mobilization Board relate solely to adjudicating upon applications for postponement. The Registrar of the Mobilization Division, as chief administrative officer, is responsible for all call-ups in connection with medical examination, recording of same, calling fit men for military training, obtaining necessary information from men applying for postponement, etc.

Priority Arrangements

Mr. Ross remarked that no doubt it is easily recognized that labour priorities are the key to the whole permit system of control of civilian manpower and employment. Perhaps a description of labour priorities should start with a brief outline of their origin and development. One of the first steps in establishing employment by permit, was an order requiring a permit for anyone to accept employment in specified less essential industries. Another group of industries was declared to be essential. Therefore, when the permit system was adopted for practically all employment outside agriculture, it was obvious that some guide, based on relative essentiality, was needed for orderly distribution of manpower.

An Industrial Classification Manual was prepared. An Interdepartmental Labour Priorities Committee was formed representing Departments of Munitions and Supply, Trade and Commerce, Wartime Prices and Trade Board, and the Employment Service. A simple range of four priorities: "A," "B," "C," and "D," was adopted and each industrial classification was assigned a separate rating for men and women.

Every establishment employing labour was required to report on employment, specific activities, war production, etc., and on this basis they were each classified and assumed the priority previously assigned to the industry. Each Local Selective Service Office was provided with the classification and priority of every employer in the particular area. The labour priority is marked on every order card and applicants are referred to employers on this priority basis.

Many exceptions have had to be made to this general priority schedule and applications for higher priority are considered by the Interdepartmental Labour Priorities Committee which functions in an advisory capacity. This Committee meets regularly once a week co-ordinating the viewpoint and recommendations of all Government Departments concerned. Aside from the establishments whose priority is determined by that assigned to the industry under which it is classified, about 3,000 special individual ratings have been set up. For construction, each project authorized by the Construction Control is named with a rating based on the relative importance of the work. In spite of the usual pressure to increase the range of priority categories or to sub-divide them, this has been avoided with the exception

of an emergency "A" rating. This category is very jealously guarded and only war production causing a bottleneck is intended for this priority.

There is a tendency to move employers up the priority scale but a recent check indicates employees to be distributed through the priority scale, only 5½ per cent in "A"; 17½ per cent in "B"; 37 per cent in "C" and 40 per cent in "D". I think this shows that our negative attitude toward some of the appeals has been effective in maintaining a useful priority system even though sometimes we are a little unpopular.

Although labour priorities are primarily for the purpose of guiding the Local Offices in referring available workers to jobs, they are used for several other purposes:

1. Compulsory Employment Transfer Orders, declaring those men of military age to be subject to direction, were based on labour priorities. The Priorities Committee prepared the list of activities to be included in the Orders largely from the "D" or "no priority" group of industries.

2. Mobilization Boards are provided with priority information which may be used in judging the merit of applications for deferment.

3. The Wartime Bureau of Technical Personnel use the priority schedule in allocating technical workers.

4. "Designated establishments" or the "freeze" Order is based on labour priorities.

5. For repatriation and rehabilitation the Air Force now use labour priorities as a guide.

6. The Department of Munitions and Supply use labour priorities occasionally as a stick to hold over the heads of some contractors of war production who fall down on the schedule required of them.

It is generally intended that the "A" priority will be reserved for direct war production activities of the highest essentiality. "B" priority reserved for less essential or partial war production and highly essential civilian activities. However, occasionally because of extreme or critical shortages of civilian commodities, production of goods to avoid rationing or to eliminate a bottleneck is placed temporarily in the "A" priority category. Labour priorities are based primarily on relative essentiality to the prosecution of the war and maintenance of civilian economy rather than on the urgency of the demand for workers. Urgency does sometimes become the deciding factor and a high priority is extended temporarily on this basis.

Further details concerning the operation of the priority system no doubt will be brought to the attention of our visitors during the time spent in the Local and Regional Offices. Rather than to describe our system of records, directives and statistical uses of priority I will leave this subject as no doubt such items of interest to them will be brought to their attention in their local examination of the administration of Selective Service.

Special Labour Supply Arrangements and Alternative Service

Mr. Westman addressed the meeting as follows:

Mr. Chairman, perhaps the nature of our organization as it is illustrated by the composition of the Administration Board can be

seen more clearly in a diagrammatic picture. Some Associate Directors and members of the Board are concerned with what might be described as horizontal manpower activities, i.e., they deal with certain types of affairs common to all, whether they be engaged in war work or essential civilian enterprise, or whether they are subject to mobilization.

Others are concerned with what might be described as vertical divisions of manpower activities. In the latter class there are three broad divisions recognized, namely (1) war industries (2) essential civilian industries and services (3) agricultural and primary industries including woods operations and fishing. One Associate Director, Mrs. Rex Eaton, is concerned with the employment of women. My responsibility is war industries and mining operations including coal mining.

This work consists of planning, spot assistance in critical labour situations, and in contacting the Dept. of Munitions and Supply and the Head Office operational divisions of the employment offices. Contacts are maintained with Chief Regional Officers. Part of the work is to keep the Dept. of Munitions and Supply advised of the availability of workers of various skills and capacities in different parts of the country in an effort to effect the placement of contracts as far as possible so as to diminish labour transfers and pressures on services, housing and transportation in particular.

Canadian pre-war industrial plants were rather concentrated in Ontario and areas in Quebec centering about Montreal. New plants wholly intended for shells, explosives and shell filling have been established at points selected from the standpoint of labour supply but where single plants were engaged in producing specific items and were associated with the general pre-war pattern of industry, it has not been impossible to avoid excessive loads on housing, and labour stringencies. Plant locations from the angle of total war over a long period were not planned perfectly of course.

While it might be fair to say that on a theoretical basis if it were possible to move workers quickly over considerable distances, they could be shuffled in such a way that they could carry the present load fairly well. However, these ideal conditions cannot be met and there is a constant struggle to bring labour to spots where it is most required and only to some extent is it possible to erect new plants in areas where any surpluses of labour may exist.

In general, excellent co-operation is received from the Dept. of Munitions and Supply and Selective Service is consulted constantly on the problem of locating war industries with respect to labour. This was not as true at the beginning as it has become. With respect to mining, emphasis has been placed on production of essential metals including magnesium, aluminum, nickel, copper, zinc, lead, mercury and key materials such as asbestos and radium. The gold mining industry has been suppressed. Canada supplies some of these metals in quite high percentages in terms of the total allied requirements. Manpower has been secured for the maintenance of this essential production. The iron, steel, metallurgical, petroleum and chemical industries have been considered as war industries. Canadian coal supplies of chief importance to war industry are located in Nova Scotia and must now be hauled by rail nearly one thousand miles to be effective. Railway facilities are somewhat inadequate and the coal

mines rather deteriorated. Without detailing the picture it has been found necessary to restrict the enlistment of coal miners and to release coal miners from the services. The labour supply remains unsatisfactory. This is the only industry where volunteers have been refused enlistment because of their occupation.

Alternative Service may be described as an extreme form of the application of civilian Selective Service. An individual who insists on refusing direction to employment may be placed in an Alternative Service Camp where he receives 50c a day plus subsistence. Very few have allowed a direction of Selective Service (Civilian) to place them in this position.

However, about 10,000 have been postponed by Mobilization Boards as conscientious objectors on religious grounds. Canada received these groups from 1885 to 1926 and in specific and general ways indicated that they would not be compelled to bear arms. A unique system of handling them has been developed, involving an arrangement whereby they remain in employment under contract with a portion of their earnings being paid to the Canadian Red Cross Society. The precise amount is determined in accordance with what is required for bare subsistence, leaving a basic sum to the individual of \$25.00 a month in cash. Eighty per cent of the postponed conscientious objectors are engaged in agriculture. Of the total, approximately 450 are in Alternative Service Camps following prosecution for refusal to accept direction and are carrying on alternative service work as postponed conscientious objectors. Of this number the great majority are Jehovah's Witnesses. They are working in National Parks and are a factor in the production of pit props and mine timbers for western coal mines.

As a result of this arrangement, postponed conscientious objectors have remained in industry or in useful employment. They have contributed a very considerable sum in the order of 10 per cent of the total revenue of the Canadian Red Cross Society and now there is good public acceptance of this arrangement. This plan is mentioned in detail because it differs from any procedure elsewhere and has worked well.

Agricultural Labour Supply

Mr. Haythorne said that during the early years of the war in Canada, there was a surplus supply of agricultural workers as well as a surplus of several farm products. With the large exodus of farm workers to the Armed Services and to other war industries paying higher wages, on the one hand, and with the greatly increased food requirements of the Allied nations on the other, these surpluses soon disappeared. As the war progressed it became apparent that special provisions were needed to protect farm labour supply; (a) by giving special consideration to farm workers applying for postponement of military training and (b) by freezing agricultural workers on the farm. In order to cope with the problem, the Department of Labour launched a Dominion-Provincial Farm Labour Program early in 1943, based on agreements with each province for sharing the responsibilities of carrying out the program as well as for sharing equally expenditures incurred. It was realized that a joint Dominion-Provincial approach to the problem would remove unnecessary duplication and make for greater efficiency. The Provincial Departments

of Agriculture, through their field representatives, with their experience and training in agriculture as well as knowledge of local conditions, have been able to assist greatly in meeting local farm labour problems. Their services have also been used extensively by the Mobilization Boards to guide them in their decisions concerning applications for postponement from military service. On the other hand, the local Employment and Selective Service Offices of the Department of Labour have contributed to the "partnership" as the responsible agency for interpreting and administering wartime manpower regulations. These local Selective Service Offices have also helped to make available additional farm labour through their knowledge of over-all labour supplies. In order to assist in co-ordinating the program, Dominion-Provincial Farm Labour Committees were established in each province composed of the principal Provincial and Selective Service officials associated with farm labour problems. The three major objectives of this over-all program have been:

(a) To stabilize existing manpower on farms: this has been accomplished in part by tightening the control over workers leaving agriculture and in part by the Mobilization Boards taking a generous attitude towards application of workers for postponement from the Armed Services.

(b) To increase the efficiency of labour on farms: the work of provincial agricultural fieldmen, local Farm Production Committees and Local Employment and Selective Service Offices have contributed to this objective, by encouraging farm workers, particularly farm rejects and men on postponement, to move to other farms where their services were more urgently required; by encouraging improved farming methods and by encouraging the more extensive use of labour saving equipment.

(c) To make available additional labour from outside sources to meet peak seasonal needs: among numerous steps taken to meet this objective, special mention might be made of large scale farm labour excursions. These include Prairie farmers who go east for haying during July and August; Ontario and Quebec workers who go west for harvesting in the late summer; berry picking from the Prairies to British Columbia, and several movements across the United States-Canadian boundary. You are no doubt familiar with the international arrangements made for an exchange of harvest combines and workers in the west, the Canadian potato harvesters and woodsmen who go to the New England States and the skilled tobacco workers from the Southern States who come to western Ontario. We would like particularly at this time to express our appreciation of the excellent assistance rendered by these workers. Another important source of seasonal labour, is that obtained from the Armed Services; others include part-time workers from cities and towns, high school youth, prisoners-of-war, conscientious objectors, Canadian Japanese and Indians from reserves. During the off-seasons on the farm, workers who can be spared from agriculture are encouraged to work on woods operations or in other essential employment. This movement of workers is controlled by National Selective Service, in cooperation with the provincial agencies, in order to ensure that all available labour is mobilized in the national interest. While there are places where improvements might be made, it is

generally agreed that this co-ordinated Dominion-Provincial program has been successful in meeting the most urgent farm labour problems.

Industrial Mobilization Surveys

In the absence of Mr. Willard Scott, Mr. McLaren outlined the method of operation of the Mobilization Surveys. He explained that the whole purpose of this operation is the continual screening of industry, etc., to ensure that no men fit for military duty are left on postponement for a longer period than is absolutely necessary. He indicated that the field staff actually enter the plants, establishments, etc., and deal with the workers, foremen, plant management, etc. By this method they are able to see the actual work being performed by each man and assess the necessity for his continued postponement. Consultation is then held with the plant management and every endeavour made to arrive at an amicable solution. In the vast majority of cases, agreement is reached, but management can always make further representations to the Mobilization Board if they are not satisfied with the previous decision of the Mobilization Survey officials.

Employment of Men and Women Discharged from Armed Services

G/C Wood said a department has recently been established known as the Department of Veterans Affairs and all veterans pass through its hands. The Department of Labour, however, is responsible for a number of matters such as Reinstatement in Civil Employment, Plant and Vocational Training, Placement Operations, etc.; approximately 86 per cent of men discharged had passed through our hands. The Department of Veterans Affairs is setting up Rehabilitation Centres everywhere throughout Canada and Employment Service personnel will be available in these centres to give information on labour matters. The local offices will have special registration units for veterans who will be given preferential treatment in regard to placement, i.e. those veterans who have overseas service. Veterans with only service in Canada are subject to call-up to the Army or direction to essential employment in order to replace as many men as possible who are on deferment in industry. These discharges are, of course, protected under the Civil Reinstatement Act for a period after they leave their employment in essential industry. Citizens Committees are also being inaugurated in various centres throughout Canada and it is advocated when such committees are named that a representative of the Employment Service be named to the committee. Negotiations are presently underway with trade unions in order to establish seniority rights for veterans.

Women's Employment—Nurses

Miss Grier remarked that while women have not been subject to call-up or compulsory transfer orders, they come under the general Selective Service Regulations which have exercised indirect control.

In meeting the nursing shortage which began developing toward the end of 1942, use was made of the various restrictive measures. Following a conference with the Canadian Hospital Asso-

ciation, the Canadian Nurses Association and the Provincial Departments of Health in the Fall of 1942, nurses were frozen to their profession and later, under the labour exit permit regulations, were not allowed to enter employment or take post-graduate work outside of Canada except under exceptional circumstances.

Through a compulsory registration and a national survey of hospital needs, statistical data were obtained of the number of nurses available and the distribution across Canada.

In the Fall of 1944 a conference was held at which the medical directors of the three Armed Forces and Veterans' Hospitals forecast their probable requirements for six months. This indicated that there would be a further shortage in civilian hospitals.

In an effort to induce more nurses to undertake institutional nursing, supplementary allowances were made available to nurses willing to give up other employment to assist in hospitals, tuberculosis sanatoria, or mental institutions where shortages are the most acute. At first they were asked to serve for six months in order to qualify for the allowances but this has recently been shortened to two months in an endeavour to secure more applicants.

To increase the number of student nurses encouragement has been given in Local Employment Offices to any girl who wished to train as a nurse and a grant of \$200.00 may be made available under the provisions of the War Emergency Training Plan, with the co-operation of the provinces, to assist in the cost of entering training. Through this means and an intensified publicity campaign, the enrolment of student nurses has been increased by 30 per cent.

The use of nurse aides in the hospitals is being urged to a much greater degree to relieve

pressure upon the fully trained personnel and it is probable that supplementary allowances will be made available to this group also.

An effort was also made to provide adequate sub-staffs for hospitals by placing employees, both male and female, in the highest priority rating and more recently regulations have been relaxed in regard to this type of employee, allowing hospitals to advertise, interview and engage sub-staffs without reference to National Selective Service Local Offices.

In the event that the need of further restriction is clearly demonstrated at a later date, the first regulations would be to prevent recent graduates (graduating in 1942 or a year decided upon) from engaging in private duty nursing, except by permission of National Selective Service. This regulation has already been given consideration in principle by the Advisory Committee of the Canadian Nurses Association and the Administration Board of National Selective Service.

All these measures have tended to conserve the supply of trained nurses but because we still face shortages in many localities, and in certain types of institutions, the situation is under constant review.

The Chairman invited questions from the United States representatives on any matters which were not clear.

The War Manpower Commission representatives asked a number of questions which were replied to in detail.

Mr. Hepler thanked the Board for the comprehensive outline of the operations of N.S.S. in Canada and assured them that they were most instructive and would form a comprehensive basis for the tour of the local offices when looking over the actual field operations.

Legislative Proposals of Labour Organizations

PROPOSALS for legislation were submitted recently to the governments of the provinces of Ontario, Manitoba and British Columbia by the Provincial execu-

tives of the Trades and Labour Congress of Canada. A summary of these proposals dealing with a variety of matters including wages and conditions of work, follows.

Ontario Executive of Trades and Labour Congress

On January 9, 1945, the Ontario provincial executive of the Trades and Labour Congress of Canada presented its annual memorandum of requests for legislation to the government of Ontario.

Vocational and Technical Training.—The Congress recommended that all schools built for the technical training of men from the Armed Forces, should be supervised by an advisory committee composed of employer and employee representatives, the latter to be selected from trade unions wherever the craft is organized. It was suggested further, that educational facilities be extended to civilians now employed in war industry, who are desirous of re-training for peace-time occupations.

Extension of Franchise.—It was urged that at the next session of the legislature the franchise be extended to all citizens of the province over 18 years of age.

Health Insurance.—The Congress favoured national health insurance and exhorted the provincial government to take full advantage of the next Dominion-Provincial conference to press for such a project.

Hospitalization.—The Provincial Government was urged to take over all hospitals in the Province now operating as a result of public subscriptions or municipal grants, and to operate them as public utilities.

Taxation of Public Utilities.—The taxation of public utilities was protested on the ground

that it would only serve to promote an unfair distribution of taxation by adding to the cost of the services, provided in the main to people of small means. It was asserted that the operation of publicly owned and controlled utilities is based on the principle of service at cost, without impairment of the working conditions and wage rates.

Housing.—The setting up of a Housing Commission at the next session of the legislature was urged under the Department of Planning and Development, with a view to taking full advantage of Federal legislation with respect to housing as an aid to solving the housing crisis.

Workmen's Compensation.—The Government was asked to amend existing regulations so as to provide 100 per cent compensation blanket coverage for all occupational diseases, regardless of the disease or the occupation of the worker; the placing of the supervision of preventive measures under the Workmen's Compensation Board; and the payment of compensation from the date of injury or disability.

Hours of Labour and Vacation with Pay.—Amendment of the present Act was recommended with a view to extending the regulations to include all lines of employment in the building trades where part time or casual help is employed; that all uncertainty concerning the inclusion of municipal employees under the Act be removed; that the vacation period be extended to two weeks; and that a 40-hour, five-day week, with no reduction in pay shall take effect at the conclusion of the war, as a means of creating full employment.

Justices of the Peace.—For the convenience of members of the several trade unions, it was suggested that the appointment of representatives of the trade union movement be made as Justices of the Peace, after consultation with the Ontario executive of the Trades and Labour Congress of Canada.

Recreational Program.—The Government was urged to create the necessary machinery and formulate a program for the fullest use of the National Fitness Act.

Home Work.—It was suggested that the Government by legislation abolish all home work, where such work by common practice has been done in factories set up for that purpose.

Collective Bargaining.—Inasmuch as the present collective bargaining regulations (P.C. 1003) are a temporary wartime measure, it was recommended that the Government, after consultation with the Ontario Executive of T. and L.C., enact a provincial Collective Bargaining Act, embodying all the best fea-

tures of P.C. 1003 and the Collective Bargaining Act of Ontario.

Old Age Pensions.—As an aid to creating full employment, the Government was strongly urged to provide for the payment of old-age pensions at age 60; that the only residential requirement be 15 years in Canada; that no deductions be made on account of other incomes; that pensions be increased to at least \$40 per month; that the same pension be made available for blind persons; that the practice of combining the Parents' Maintenance Act with the Old Age Pensions Act be discontinued; and that the placing of liens on the houses of pensioners be stopped.

Minimum Wage.—With a view to combating poverty and raising the general standard of living in the Province, it was recommended that the Government pass legislation, providing that no employed person in Ontario, under present conditions, receive less than an aggregate sum of \$1,500 per annum.

School Leaving Age.—It was urged upon the Government to maintain the compulsory school leaving age at 16 years and that every facility be provided to assure children free education, scientific and cultural instruction, up to and including universities.

Ontario Forest Resources.—The Government was petitioned to include a member of organized labour, when setting up the projected Forest Resources Commission.

Post-War Employment.—As a factor in avoiding confusion and unemployment in the post-war period, the Government was strongly urged to allot a larger per capita expenditure for the development of industrial research, with a view to the creation of new industries and thus provide more jobs and a higher standard of living. It was further recommended that immediate steps be taken to encourage the tourist industry; to extend electrical services in the rural areas by the development of all possible power projects; to encourage fullest use of national parks; to develop mineral and forest resources; and to extend and improve the provincial highway system.

Family Allowances.—Approval was given by the Congress of the Family Allowance Act. It was asserted emphatically, however, that such allowances must not take the place of an adequate wage rate.

Appointments on Government Boards and Commissions.—The Government was recommended for its appointment of labour representatives on several boards and commissions and urged an extension of that policy in the future.

Planning and Development Department.—The appointment of local Advisory Committees was recommended in connection with the

Planning and Development Department and that labour be given proper representation on all such committees.

Manitoba Executive of Trades and Labour Congress

The following is a digest of the brief submitted jointly by the Manitoba Executive of the Trades and Labour Congress of Canada and the Winnipeg and District Trades and Labour Council to the Government of Manitoba, December 11, 1944.

Before presenting its brief the delegation commended the Government for making the provisions of the Federal Order in Council, P.C. 1003 applicable to all workers in the Province and suggested that these be continued in the post-war period; for "Placing the Apprenticeship Act on the statutes of Manitoba and for the splendid effort put forth to get the various Trade Committees functioning." Continued support was promised the Government in its efforts to have the Provincial discussions on the Sirois Commission report reconvened, as an aid to post-war reconstruction in Manitoba.

Labour's Right to Organize.—The delegation reiterated its previous requests for legislation providing "adequate penalties" for any employer who interfered in any way with his employees joining any legitimate union. It was urged that company-sponsored unions be outlawed, and collective bargaining be made compulsory on the part of the employer, with that union which the majority of his employees had selected as their bargaining agency.

Highway Traffic Act.—The delegation supported the Railway Transportation Brotherhoods in urging that more adequate enforcement along with more advanced regulatory measures be provided to abolish what was termed "the unfair competition between commercial motor vehicle traffic and steam railway traffic". It was suggested that not more than one trailer should be allowed to be operated behind any commercial truck or bus and that such vehicles when hauling trailers, should be equipped with distinguishing lights, automatic brakes and non-swung couplers. In the case of buses, regulations were considered necessary to prevent over-crowding. It was urged also, that level crossings be eliminated wherever possible; that "stop" signs be placed at all level crossings and obedience thereto rigidly enforced.

Post-War Reconstruction.—The attainment of a post-war program of full employment and economic security will require the common effort of all classes and interests in the

province, the delegation stated, and declared that union labour was willing to co-operate with others in planning and promoting the objectives presented in their brief. It was urged that the hours of labour for all usefully employed persons be on the basis of a 40-hour work week in all branches of industry, with the ultimate adoption of the six-hour work day and five-day work week, with no reduction in earnings. A further reduction of hours was suggested, if necessary to avoid periods of unemployment after the war, without reducing wages and salaries.

It was asserted that many and varied projects will need to be undertaken in the immediate post-war period and, wherever possible, they should be planned thoroughly in advance. The following were suggested (1) Rural electrification; (2) housing and garden city projects, urban and rural slum clearance; (3) rapid electric transportation, both urban and rural; (4) main arterial highways and bridges; (5) reforestation; (6) development of waterways and canals; (7) hospital and educational institutions; (8) progressive development of transportation facilities with a view to making the scenic beauties of the province more readily accessible and thus encouraging the tourist industry.

Reconversion.—The Government was requested to set up a committee of the Legislature to study industrial development with a view to the conversion of wartime industrial plants into useful production for the benefit of the people of Manitoba.

Minimum Wage.—A protest was entered against the proposal of the Provincial Minimum Wage Board to recommend a minimum wage of 30 cents per hour, or \$14.40 per week of 48 hours for females and male miners, inasmuch as the Federal Order in Council made it possible for the province to increase the minimum wage to 35 cents per hour, without having to consult the War Labour Board. It was asserted that the Governments of Alberta and Saskatchewan had already established the 35-cent rate. The delegation recommended that "no employed person in Manitoba, under present conditions, shall receive less in wages than an aggregate sum of \$1,500 per year."

Department of Labour.—The Government was urged to appoint a full-time Minister of Labour.

Old Age Pensions.—While the Trades and Labour Congress of Canada in annual convention had gone on record as demanding a National Act providing for adequate pensions to the aged, the delegation felt that there was need for immediate action and urged that, in the meantime, the following proposals should be acted upon at once: (a) payment of pensions at 60 years of age; (b) that the only residential qualifications required be 15 years in Canada; (c) that no deductions be made on account of other incomes; (d) that an increase be made in the present amount to at least \$40 per month; (e) that the same pension be made applicable to blind persons; (f) that the practice of combining the Parents' Maintenance Act with the Old Age Pensions Act, be discontinued.

Health Insurance.—The Government was urged to take the necessary steps immediately to establish a sound health insurance scheme, keeping in mind the desirability of such scheme becoming national in scope.

British Columbia Executive of Trades and Labour Congress

In a brief submitted to Premier Hart of British Columbia on January 12, a delegation from the provincial executive of the Trades and Labour Congress of Canada presented the following fourteen-point legislative program:

1. Enforce minimum hours (44 a week) of work in the automotive industry.
2. Increase the present wage schedule for females to \$18 a week or 45 cents an hour.
3. Discontinue present system of allowing female help under 18 being hired as apprentices.
4. Require all persons in preparation or serving of foods to take a health examination annually.
5. Forbid double-decker bunks in work camps.
6. Grant the franchise to 18, 19 and 20-year-olds.
7. Abolish the poll tax.
8. Grant old-age pensions at 60 years.
9. Grant old-age pensions of \$50 a month.
10. Call old-age pensions "senior citizens' pensions."

Text Books and Education.—It was recommended that the Government exert every possible effort to have the compulsory school age raised to at least 16 years. Further, it was suggested that every facility be provided to assure young students educational, scientific, and cultural instruction, with opportunities for free continuation courses up to and including universities. The delegation urged the Government to provide free text books in public schools and to co-operate with other provincial governments and the Federal government in inaugurating a uniform, national system of education.

Salvage of War Materials.—The Government was enjoined to petition the Dominion Government with a view to the prevention of profiteering and wastage in the sale of salvaged wartime building material.

Excessive Radio Advertising.—Excessive commercial radio advertising was deprecated and the government was exhorted to reduce, and possibly eliminate, commercial advertising programs broadcast from the government-owned station.

11. Enact legislation which would give all workers two weeks' vacation a year with pay.
12. Grant compulsory rest periods for all workers in the retail merchandising industry.
13. Revoke all previous orders whereby residents of company towns are prohibited from enjoying the same rights and privileges that apply to other citizens.
14. Immediately increase teachers' salaries.

In its brief, the labour delegation said, "The government, and particularly the Department of Labour, are to be commended for the co-operation and assistance extended to organized labour in the last year."

The delegation asked further amendments to the Workmen's Compensation Act, including entire removal of the workers' contributions; 100 per cent compensation; that qualified chiropractic and naturopathic treatment be available to the workers without a recommendation from a medical doctor; that spectacles be replaced by the board when broken or damaged as a result of an accident suffered by a worker.

Community Planning in Manitoba

A STUDY of four small towns in the Province of Manitoba undertaken to "show what might be accomplished by long-term planning," is contained in a report prepared for the Post-War Reconstruction Committee of the Government of Manitoba entitled *Town and Community Planning*. Development plans were prepared for each town by Mr. Eric Thrift, Department of Architecture and Fine Arts, University of Manitoba, and the main part of the report consists of large maps (34 x 21 inches) showing each town as it is now and as it might become.

The report points out that in the past towns have for the most part been planned according to immediate needs or have grown up haphazardly. Deteriorated conditions have frequently resulted when areas in a town have a mixture of functions or uses. Stressing the value of long-range planning, the report suggests that living and working conditions could be greatly improved by providing separate areas for residential, commercial and industrial purposes. Running between these areas, strips of open ground treated with grass and trees would form a park network through the whole town. By laying walkways through these parks, pedestrian and motor traffic would be segregated, thus largely removing the danger of accidents, particularly in the case of children. Underpasses would be placed where walkways cross avenues of heaviest traffic.

Residential areas would be surrounded by the green parks to protect the homes against the encroachment of business or small industries and from any disturbance which these would cause. The use of the open strips within the residential areas also would provide more pleasant surroundings for homes; while small enclosed play spaces are suggested for tots under school age.

Considerable changes in traffic planning are proposed, in order to eliminate interference in the movement of traffic as much as possible, and to improve safety conditions. The elimination of the familiar grid planning of streets is suggested, to be replaced by a system of arterial roads carrying heavy traffic, supplemented by "minor access" roads on which, particularly in the residential sections, there would be no through traffic (thus discouraging unnecessary traffic and increasing the enjoyment and safety of residents).

To avoid having highways passing through towns and cities by congested and difficult routes, the proposed plans show them built

outside the towns, connected with them by feeder roads with "easy and attractive" entrances. The report points out that where such proposals have been carried out elsewhere, they have frequently been received in the beginning with much misgiving, but that "the feared loss of business through by-passing has not materialized and the benefits have been heartily applauded."

The plans make provision for schools, hospitals, halls, athletic centres, and other community facilities, such as are now being considered by some towns as post-war developments. Suitable locations are suggested, taking into consideration factors of accessibility, exposure for light and air, and in the case of schools particularly a minimization of traffic crossings.

The maps indicate how these plans could work out in specific cases.

Implementation

In bringing into effect a proposed town plan, the report points out that most of the action necessary to attain the objectives of the proposals must come from the community itself. "It is up to its citizens to have a complete comprehension of the values to be derived from town planning and what will be lost should they be shelved or neglected." It declares that "one of the first essentials is the establishment of a competent and responsible committee in any town. Much of the necessary work of surveying and gathering basic information can be done on a voluntary basis by existing community-minded groups whose work would be organized by the committee. . .

"The development of a broad scheme or future plan for the community would be largely in the hands of a consultant working in close contact with the local committee."

A program of publicity is suggested to make the value of planning and the results achieved the general knowledge of the public.

The second part of the report is entitled *Community Surveys*. Based on a publication of the United States Chamber of Commerce entitled *A Procedure for Post-War Planning*, it contains three sets of instructions and forms which can be used to make a survey of post-war employment within a community, including the number of persons likely to be seeking employment and the number of jobs likely to be available, and a survey of post-war markets.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

VOLUME XLV]

MARCH, 1945

[NUMBER 3

Notes of Current Interest

Government policy on labour relations in Crown companies has issued a statement of policy regarding labour relations in Crown companies, the text of which is as follows:—

1. The government's attitude, in the following respects, is the same whether a company is publicly or privately owned:

- (a) concerning the right of labour to organize;
- (b) concerning any agreement between management and a union so long as it is not contrary to the public interest.

2. In private companies, the content of a collective agreement is a matter to be determined by the management and labour in the light of conditions affecting the particular industry.

In Crown companies, the content of an agreement is likewise a matter to be determined by the management and labour on the same principles.

3. Broadly speaking, except where provision is made for preferential treatment, as in the case of war veterans with overseas service, all citizens of Canada have equal rights in the matter of employment in government undertakings. As Crown companies are owned by the public, their directors are expected to be careful to see that no provision is included which would create discrimination as between one employee and another, or which would have the effect of excluding any citizen from employment therein because he does not belong to a particular union.

Conference on provincial minimum wage schedules Provincial Ministers of Labour have been asked for their views on the desirability of attending a conference with the Dominion Minister of Labour, to consider any proposals which will make it possible for provincial authorities to have greater latitude in the establishment of minimum wage schedules.

In writing to the Provincial Ministers and suggesting the conference, the Federal Minister at the same time emphasized that his Department takes the view that the policy of price and wage control as implemented by the Wage Control Order must be maintained.

The date proposed for the conference was the week of March 19. However this date was found inconvenient by some of the Ministers, and it now appears probable that the conference will be held in April or May.

The text of the letter from the Hon. Humphrey Mitchell to the Provincial Labour Ministers, sent out on February 15, is as follows:—

“At the time the Wartime Wages Control Order was under revision in the latter part of 1943, provision was made in section twenty-three of the revised Order P.C. 9384 to enable provincial Minimum Wage Boards to operate without restriction under the Wage Order in establishing wage scales with certain limitations.

“Since that time, representations have been received from some provinces for further amendments to the foregoing provision to

permit more freedom of action for provincial Minimum Wage Boards to establish schedules of rates for specified classes of employees without recourse on the part of the individual employer or representatives of employees to the Wage Control Board.

"Insofar as this Department is concerned, we take the view that the policy of price and wage control as implemented by the Wage Control Order must be maintained but subject to this consideration, we are quite prepared to consider any reasonable proposals which will enable provincial Minimum Wage authorities to have a greater measure of latitude and a greater degree of flexibility in the establishment of minimum wage schedules. With this in mind, and for this purpose, I am suggesting that a conference should be held at a convenient date at Ottawa between the provincial Ministers of Labour and myself at which these matters of Minimum Wage legislation in relation to the Wage Control Order would be discussed. I have in mind that sometime during the week of March 19 may be suitable for such conference.

"I would be glad to have your views as to the desirability of such conference and whether the date suggested would be suitable to you."

Annual summary of strikes and lockouts

The annual article summarizing in detail strikes and lockouts in Canada, appears elsewhere in this issue, on page 383. Notable features brought out in the report are the decline in strike activity during 1944, from over a million lost days the previous year to under half a million; and the changes in the predominating causes of strikes. Strikes over wage demands, which caused over 326,000 lost days, or about a third of the time-loss in 1943, resulted in only 66,000 lost days in 1944; while time loss caused by strikes over various union questions (including closed or union shop and check-off) increased from 266,000 to 357,000 days. This loss was almost entirely accounted for, however, by two strikes (at Ford Motor Company and Halifax Shipyards) where the time-loss was over 300,000 days; and the actual number of strikes over union questions dropped from 75 to 34. Strikes over union recognition dropped sharply (from 139,000 lost days to 3,000) indicating a general compliance on the part of workers and management with the procedure for union certification and collective bargaining established under the Wartime Labour Relations Regulations during 1944.

Cost of living index unchanged

The Dominion Bureau of Statistics cost of living index, on the base 1935-1939=100, remained unchanged at 118.6 between January 2 and February 1, 1945. Increases in the foods and homefurnishings and services sub-groups were balanced by declines in the fuel and light and clothing sections. For foods a gain of 0.4 to 130.6 was due to higher prices for fresh vegetables and certain fruits and meats which outweighed continued weakness in eggs.

In the homefurnishings and services section an index increase of 0.1 to 118.4 reflected scattered increases in the furniture and floor coverings section. Fuel and light recorded a sharp drop to 107.4 from 109.1 due to further rebates in electricity bills coupled with a rate reduction in Toronto.

Clothing, the only other group to register a change, eased 0.1 to 121.7, reflecting lower prices for women's wear and piece goods which outweighed strength in footwear. Rentals at an index level of 112 and miscellaneous items at 109.2 remained unchanged.

After adjustment to the base August, 1939, as 100 the index was 117.7 at February 1. The wartime increase has been 17.7 per cent.

Catholic syndicates represented on advisory committee

The President of the Canadian and Catholic Confederation of Workers, Mr. Alfred Charpentier, was recently added to the membership of the Advisory Committee of the Industrial Production Co-operation Board.

The Advisory Committee which is made up of representatives from trade union and employers' organizations, and officers of the Department of Labour, acts in a consulting and an advisory capacity to the members of the Industrial Production Co-operation Board. The Board consists of officers of the Departments of Labour and Munitions and Supply, and promotes the formation of labour-management committees in industry.

Other labour representatives on the Advisory Committee are Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour, and Percy Bengough, President, Trades and Labour Congress of Canada.

Employers' representatives on the Committee are J. Clark Reilly, Canadian Construction Association and C. Willis George, Canadian Manufacturers' Association.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

In conformity with the movement invariably indicated at the year-end holiday season in the period since 1920, indus-

trial employment showed an exceedingly marked contraction at the beginning of January. The percentage loss in employment, however, was rather smaller than in the years prior to the outbreak of war. The index of industrial employment declined from 185.7 at the previous month to 180.4 at January 1, as

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA
(Official statistics except where noted)

	1945	1945	1944	1944	1944	1943
	February	January	December	February	January	December
Employment Index.....(1)		180.4	185.7	183.2	185.7	190.5
Unemployment percentage (trade union members).....(2)		0.6			0.8	0.6
Unemployment Insurance claims.....		20,412	13,770	12,284	11,757	6,562
Index numbers, aggregate weekly payrolls.....(3)			152.1	148.1	140.4	153.4
Per capita weekly earnings.....\$		30.10	32.19	31.70	29.07	31.61
Prices, Wholesale Index.....(1)		102.8	102.5	102.7	102.5	102.5
Cost of Living Index.....(1)	118.6	118.4	118.5	118.9	119.0	119.2
Retail sales unadjusted index.....(4)		143.1	237.4	139.0	134.0	221.7
Retail sales adjusted index.....(5)		175.1	172.8	169.6	167.0	167.9
Wholesale sales.....(4)		182.6	170.8	168.6	159.5	164.3
Common stocks index.....(4)	↑ 94.4	89.4	86.6	82.0	81.5	80.5
Preferred stocks index.....(4)		131.8	129.8	118.6	118.2	115.8
Bond yields, Dominion index.....(4)	↑ 96.7	96.7	96.9	97.3	97.3	97.3
Physical Volume of Business Index.....(5) (4)		228.8	233.0	241.6	247.0	248.8
INDUSTRIAL PRODUCTION.....(4)		245.8	256.0	279.5	275.4	282.0
Mineral Production.....(4)		174.0	189.3	255.5	249.7	244.8
Manufacturing.....(4)		274.3	283.7	304.5	303.5	308.4
Construction.....(4)		97.7	122.6	113.5	69.6	107.6
Electric power.....(4)		151.6	144.7	153.8	156.3	153.5
DISTRIBUTION.....(4)		193.7	185.5	163.1	188.0	180.3
Carloadings.....(4)		144.6	144.6	158.3	154.7	153.2
Tons carried, freight.....(4)		180.5	180.5	206.4	200.5	197.1
Trade, external, excluding gold.....\$		363,546,372	397,366,373	367,637,669	372,358,627	442,835,828
Imports, excluding gold.....\$		129,684,805	127,216,563	138,370,412	126,368,990	134,872,674
Exports, excluding gold.....\$		230,497,724	266,879,442	227,168,331	212,011,434	302,571,724
Bank debits to individual accounts.....\$		5,069,994,764	5,063,008,959	4,208,023,496	4,512,473,921	4,850,427,912
Bank notes in circulation.....(6) \$		930,200,000	902,600,000	781,300,000	793,700,000	780,800,000
Bank deposits in savings.....\$		2,524,028,990	2,422,963,053	2,123,821,161	2,026,213,155	1,947,774,749
Bank loans, commercial, etc.....\$		1,132,749,551	1,182,187,565	955,393,436	1,037,238,934	1,103,715,772
Railway—						
Car loadings, revenue freight cars.....(7)	262,847	215,440	275,405	268,493	268,818	238,822
Canadian National Railways operating revenues.....\$				29,726,400	28,901,300	34,345,000
operating expenses.....\$				25,114,820	24,898,263	27,530,000
Canadian Pacific Railway traffic earnings.....\$		24,090,309		23,792,692	23,935,635	27,282,828
Canadian Pacific Railway operating expenses, all lines.....\$		22,428,431		20,753,040	21,097,122	22,265,179
Steam railways, freight in ton-miles.....				5,023,685,000	5,083,342,000	
Building permits.....\$		4,090,312	7,901,591	5,483,180	4,716,036	6,381,375
Contracts awarded.....(8) \$	112,932,500	11,721,900	12,730,000	16,229,500	8,782,400	26,122,600
Mineral production—						
Pig iron..... tons		155,969	139,152	141,878	132,128	137,256
Steel ingots and castings..... tons		268,722	243,482	229,852	242,186	227,822
Ferro-alloys..... tons		12,130	12,391	14,720	16,495	17,038
Gold..... ounces		228,901	228,901	256,803	257,793	262,995
Coal..... tons		1,524,220	1,465,697	1,465,697	1,620,669	1,627,210
Copper..... pounds		46,079,163	46,441,200	46,441,200	49,657,556	47,720,227
Nickel..... pounds		21,766,969	22,382,065	22,382,065	23,545,474	24,003,550
Lead..... pounds		35,189,468	29,753,989	29,753,989	32,719,839	31,533,792
Zinc..... pounds		48,788,447	44,735,515	44,735,515	47,509,864	51,595,307
Timber scaled in British Columbia bd. ft.		162,778,272	229,094,818	172,575,901	122,866,626	324,358,681
Flour production..... bbls.		2,068,232	2,029,530	2,087,705	2,041,193	2,173,433
Footwear production..... pairs			2,627,342	2,984,751	2,683,731	2,691,949
Output of central electric stations..... k.w.h.		3,422,683,000	3,356,102,000	3,208,017,000	3,528,908,000	3,559,509,000
Sales of insurance..... \$			46,906,000	52,327,000	56,259,000	51,258,000
Newsprint production..... tons		264,766	244,970	240,010	242,660	249,690

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended February 22, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended February 24, 1945, and corresponding previous periods. (8) Maclean's Building Review

compared with 185.7 at January 1, 1944, and 183.7 at January 1, 1943.

The reduction in employment, at the date under review, was accompanied by a relatively larger shrinkage in the indicated salaries and wages; the very general observance of Boxing Day as a holiday following Christmas, the loss of working time due to increased absenteeism, lessened overtime work, combined with the reductions associated with lowered employment, affected extremely the disbursements made on or about January 1 for services rendered in the week preceding.

The 15,042 establishments reporting to the Bureau showed a total working force of 1,834,450, which was 2.9 per cent less than at December 1. The total weekly wages and salaries paid to these employees decreased from the previous month by 9.2 per cent to \$55,207,831 at January 1. The per capita weekly earnings declined from \$32.19 at December 1 to \$30.10 at the date under review.

At the recent meeting in London of the Governing Body of the International Labour Office, a resolution was passed affirming the desire of the I.L.O. for association with the general world security organization contemplated as a result of the conversations at Dumbarton Oaks and Yalta.

The resolution emanated from the Special Committee on Constitutional Questions which met under the chairmanship of Mr. Paul Martin, K.C., M.P., Canadian Government Delegate. It placed the I.L.O. in favour of association with the general international organization "on terms which will permit the International Labour Organization, with its tripartite character, to make its best contribution to the general effort of the organization of international machinery for the better ordering of a peaceful and prosperous world while retaining for the International Labour Organization the authority essential for the discharge of its responsibilities under its Constitution and the Declaration of Philadelphia."

Two resolutions were proposed by Canadian delegates. Mr. Martin suggested a plan for constituent states or provinces of a federal state to send representatives to accompany the official delegations to sessions of the Conference. This was favourably reported on and referred to the Standing Orders Committee.

Mr. Percy Bengough, workers' delegate, moved that the standing orders be amended so that any provincial government may ratify I.L.O. conventions on behalf of that province only. This amendment would apply to a

situation where the subject matter of a convention came within provincial rather than dominion jurisdiction. Owing to lack of time at the meeting action on this resolution was deferred.

A further account of the proceedings at the meeting will appear in a forthcoming issue of the LABOUR GAZETTE.

A recent *Reasons for Judgment* issued by the Wartime Labour Relations Board (National) sets down a procedure for dealing with applications by unions for certification. The judgment dealt with two cases (appealed from the Ontario Regional Board) where votes had been taken in which the applicant union had received a majority of the votes cast but not a majority of the eligible voters. The Ontario Board had directed a run-off vote, but the National Board set aside this direction, and rejected the applications for certification.

The Board then outlined a procedure designed to obviate future difficulties in dealing with applications by unions.

In future, an officer of the Board will examine membership records of the applicant union and check with the company's payroll. Unless the Board is satisfied that a majority of the employees are union members, the application will be rejected.

If a "substantial majority" are found to be union members, certification will be granted without a vote.

If, however, the majority is not substantial, or if an important section consists of employees who are not regular, dues-paying members of the union but who have signed requests that the union act on their behalf, the Board will "in most cases, on the application of the employer," direct a vote.

The Board will not include in the ballot the name of any competing union, except in such a rare instance as when a number of employees are members of both unions and thus both unions have evidence to indicate that they represent the majority of employees.

If the applicant union fails to secure a majority vote, another organization may then apply.

When this procedure has been followed and an application is rejected, a new application by the same union will not be entertained until a period of at least six months has elapsed.

The full text of this *Reasons for Judgment* appears on page 290 of this issue.

Status of professional employees under Labour Relations Order Hon. Humphrey Mitchell, Minister of Labour, announced on February 13 that the Wartime Labour Relations Board (National) had submitted a recommendation that the Wartime Labour Relations Regulations be applied for a further six months at least, to employees described as professional or scientific personnel.

In recommending that the Regulations be continued as applying to professional workers for the present, the Board proposes to subdivide bargaining units so that employees engaged in a professional capacity may elect or appoint (as the case may be) bargaining representatives on their own behalf in a proper case. It is felt by the Board that this course will give professional employees an opportunity to acquire some experience in collective bargaining, if they so desire, and when they have this experience they will be in a position to decide as to what kind of collective bargaining they want.

The Board promises to review further the application of the Regulations to professional workers after the lapse of this six-month period.

(The Wartime Labour Relations Regulations cover professional and scientific employees, in the same manner as other employees, safeguarding the right to organize, and giving organizations consisting of this type of employee the right to apply for the naming of bargaining representatives to negotiate with employers in regard to their working conditions. Professional or scientific employees who have authority to engage or discharge other employees, are not covered by the Regulations, however.)

On January 9, 1945, the National Board had heard representations from a number of organizations representing professional workers, in which the Board was asked to recommend the enactment of a new Order in Council, applicable exclusively to professional employees (L.G., Jan., 1945, p. 2). Professional organizations making representations to the Board at the time included the American Institute of Electrical Engineers, the Chemical Institute of Canada, the Canadian Society of Forest Engineers, the Royal Architectural Institute of Canada, the Association of Professional Engineers of Manitoba, the Ontario Architects' Association, the Institute of Radio Engineers, and other organizations.

Any change in the present Regulations was opposed by representatives of the Canadian Manufacturers' Association, the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian Association

of Technical Employees, and the Canadian Association of Scientific Workers.

During the hearings a representative of the Canadian Universities objected to collective bargaining for University professors.

In the report, now filed with the Minister of Labour, the Board points out that the cost of a new National Board and the necessary Provincial Boards to deal with professional employees separately, would be substantial, and that the proposal to include professional employees who influence the hiring or discharging of scientific personnel would not work out satisfactorily.

The present report of the National Board to the Minister is unanimous.

Meeting of Vocational Training Advisory Council The Vocational Training Advisory Council met in Ottawa on Tuesday, March 6, for a 3-day session.

Dr. G. F. McNally, Deputy Minister of Education for Alberta, who is chairman of the Council, presided. The Council consists of officers of Provincial Governments in charge of vocational training; of representatives of trade unions and of employers; of the Canadian Legion and of women's organizations; and officers of the Department of Labour.

The agenda included the following topics: training of ex-service personnel; training of women; training of war workers; apprentice training; assistance to vocational schools; youth training and employment; and training of supervisors.

Meetings were addressed by several officers of the Dominion Department of Labour including R. F. Thompson, Director of Training and J. H. Doige, Assistant Director. Other speakers included C. C. White, Veterans Land Act Administrator; A. W. Crawford, Director of Training, Department of Veterans Affairs; E. R. Complin, Canadian Industries Limited, Montreal; F. S. Rutherford, Director of Vocational Education, Toronto; and Lt.-Col. Fairey, Director of Vocational Education, Victoria, B.C.

An account of the proceedings will appear in next month's *LABOUR GAZETTE*.

Additional wartime day nurseries in Ontario Recent approval by the Hon. Humphrey Mitchell, Minister of Labour, of three new wartime day nurseries, brings to 27 the total number of such units in operation in Ontario under Dominion-provincial agreement.

Under an agreement between the Government of Ontario and the Dominion Depart-

ment of Labour, facilities have been set up for the daytime care of children of women war workers, thus making it possible for these women to take part in essential war work (L.G., Feb. 1943, p. 175).

Toronto will have a total of 19 wartime day nurseries, and Hamilton will have 3 when the new units are completed. There are also two in Brantford, and one each in Oshawa, St. Catharines and Galt.

In Quebec, the only other province having wartime day nurseries under Dominion-provincial agreement, five units are in operation.

Reinstatement of school teachers A note of warning that school boards must be prepared to reinstate any of their teachers who have been serving with the

Armed Services, was sounded recently by Hon. Humphrey Mitchell, Minister of Labour, in a statement issued to the press.

"In a few cases which have come to the notice of the Department of Labour," the Minister said, "it appears that some school boards have got into difficulties by forgetting that the Reinstatement in Civil Employment Act requires them to reinstate their teachers after discharge from the Armed Services just as other employees must be reinstated. School boards should protect themselves when engaging substitutes to replace teachers who have gone into the Armed Services, by inserting a clause in the contract that the engagement of the substitute may be terminated after the return of the teacher from the Forces."

The Minister said that some school boards have taken the necessary precautions, and that so far cases where difficulties have arisen are not numerous. He expressed the hope that all boards would make the necessary provision in engaging teachers as replacements for those with the Services.

"Boards might well consult with the Employment and Selective Service Offices, which administer the Reinstatement in Civil Employment Act," the Minister added.

Report of Dominion Department of Labour

The report of the Deputy Minister of Labour for the fiscal year ending March 31, 1944, has been issued. In the interest of economy the report has been made as brief as possible. It contains a succinct historical account of both the peacetime and wartime functions of the Department and reviews the administrative work for the year in connection with National Registration; National Selective Service operations; Industrial Relations (including the application of the Conciliation and Labour Act, the Industrial Disputes

Investigation Act and Statistics with respect to strikes and lockouts); the Wartime Labour Relations Board; the Industrial Production Co-operation Board; training activities under the Vocational Training Co-ordination Act; fair wages policy; the Unemployment Insurance Commission; the Reinstatement in Civil Employment Act; Japanese affairs; relief legislation; Government Annuities Act; National War Labour Board; International Labour Organization; and such special services as the LABOUR GAZETTE, the Information Division and Labour Legislation. The report of the Commissioner, Combines Investigation Act, is included as an appendix.

British Disabled Persons (Employment) Act

It is stated in the *Ministry of Labour Gazette* for January that the main purposes of the Disabled Persons (Employment) Act, which was passed in March, 1944, are: (1) to promote and facilitate the rehabilitation and training for employment of persons handicapped by injury, disease or congenital deformity; and (2) to enable such disabled persons to obtain employment or undertake work on their own account.

Certain sections of the Act were brought into operation by Order in Council in August, 1944, including those dealing with the provision of vocational training and rehabilitation courses. Other sections dealing with the registration of disabled persons, the obligation on employers to employ a quota of disabled persons and the appropriation of vacancies in designated classes of employment to persons registered as disabled, were to be applied at a later opportune date. It is expected this date will be advanced considerably since the creation of a National Advisory Council under the Act, by the Minister of Labour and National Service. The functions of the Council will be to advise and assist in matters relating to the training and employment of disabled persons.

Rival U.S. telegraph unions agree to uphold majority rule

An agreement between rival unions to avoid inter-union disputes was secured by the U.S. National Labour Relations Board following elections among employees of the Western Union Telegraph Co. A.F.L. unions won elections in six bargaining units and C.I.O. unions in one unit. Before the merger of the Western Union and Postal Telegraph companies, A.F.L. unions had bargained for most of the employees of the Western Union, while C.I.O. unions had bargained for most of Postal Telegraph employees and in

several large cities for Western Union employees.

The National Labour Relations Board considered that in these circumstances and in view of the warmly contested elections, inter-union disputes might arise which would hamper the operation of the nationally important telegraph industry. It therefore sought an undertaking by the unions to prevent such disputes.

The unions agreed that each, with respect to the unit or units for which it was certified, would

- (1) Represent all employees within such unit fully and fairly as their collective bargaining agent;
- (2) Admit all employees within such unit to membership without discrimination by reason of prior membership or activity in another union, or because of former employment by another company;
- (3) In any unit in which it lost the election, recognize the right of a majority union to represent all employees in such unit for collective bargaining purposes and not attempt to bargain with the company as a separate minority.

The Board, in its announcement of the agreement, remarks:

"Good sportsmanship and good sense, as well as good labour relations, require that these minorities fuse themselves for the duration of the certification with the majorities and work with them for the establishment of conditions which are favourable to the entire group."

Veterans' protection clauses applied in United States

It is stated in *Business Week* of February 17, that provisions in union agreements to protect the rights of veterans have received initial application in two

recent cases involving the United Automobile Workers and the United Electrical Workers, both C.I.O. Unions.

In the former case, when some 5,000 workers were slated for lay-off because of a cutback order, 500 veterans employed by a leading automobile manufacturing company in Detroit were granted sufficient seniority to stay on the job. In the latter case, that of an electric company in St. Louis, the company had to pay \$2,000 to 29 veterans, re-employed at their old jobs, who were entitled under the union agreement to receive the benefit of wage increases granted for workers on similar jobs during the absence of the veterans on active service. The company's attempt to re-employ the veterans at their former rates of pay was protested by the union and was settled through the grievance procedure provided in the collective agreement.

Trends in child labour legislation in U.S.A.

A 16-year minimum age for employment is proposed by the Children's Bureau of the United States Department of Labour for 1945 legislative action by the

States, following recommendations which were adopted in March, 1944, by the National Commission on Children in Wartime. The proposal has been approved by the Children's Bureau General Advisory Committee on Protection of Young Workers and by the Committee on Plans for Children and Youth of the National Commission. The date when the new laws become effective might be deferred to avoid any objection to raising the minimum age during the war and to allow employers time to make necessary readjustments.

A recommendation for a basic minimum age of 16 for employment was made by the 1940 White House Conference on Children in a Democracy, as well as by the earlier 1930 Conference on Child Health and Protection. The International Association of Governmental Labour Officials recommends as one of the basic standards for State child-labour legislation, a 16-year minimum age for all employment during school hours and for factory work at any time. The National Conference on Labour Legislation has recommended revision of State child-labour laws to provide a basic 16-year minimum age for employment. Thirty-three States have a basic minimum age of less than 16 for employment during school hours.

While young people have contributed greatly to the war effort, the Children's Bureau believes that this contribution has been made at the expense of their education. It has therefore become of urgent importance to reduce the employment of persons under 18 in order to give these young people the opportunity to develop both physically and mentally to their fullest capacity and to lessen the impact of unemployment in the reconversion period by delaying the entrance of young people into jobs.

It is recommended, as a first step, that State laws be amended to provide that no minor under 16 shall be permitted to work during school hours, and that no minor under 16 shall be permitted to work in connection with any manufacturing or mechanical establishment. The federal Fair Labour Standards Act, 1938, fixes a minimum age of 16 for persons engaged in producing goods for shipment in interstate or foreign commerce. This is as far as Congress can go in establishing a minimum age for employment in industry. The State legislation recommended would fill, in part, the gap left by the federal statute.

In April, 1944, nearly 3,000,000 children between 14 and 17—three times as many as were at work at the time of the Census in March, 1940—were working full or part-time. Nearly a million—almost one out of every five—were between 14 and 15. During the last six months of 1943, 3,667 minors in 1,314 establishments were found to be illegally employed under the Fair Labour Standards Act—over twice as many minors and establishments as were found to be employed illegally in the entire year ended June 30, 1941. In the school year 1943-44, a million fewer pupils were enrolled in high schools than in the school year 1940-41, as a result of increased employment.

The Bureau considers that attention should also be given to improving the work standards outside school hours, strengthening or extending other State laws, regulating hours of work, protecting young persons from night work and hazardous occupations, requiring employment or age-certificates, and other administrative provisions for the adequate enforcement of the law.

World Trade Union Conference

Convened at the instance of the British Trades Union Congress, the World Trade Union Conference met in London, England, from

February 6 to 16. According to press despatches, it was estimated that the delegates represented over fifty million workers in more than forty countries. Representatives of the Trades and Labour Congress of Canada and the Canadian Congress of Labour attended the Conference (L.G., Jan., 1945, p. 1).

Among the subjects on the first week's agenda were the furtherance of the Allied war effort, the attitude to be taken by organized labour with respect to peace terms and the general organizations of the world after the war and the representation of organized labour at the Peace Conference and on commissions for relief, rehabilitation and post-war reconstruction.

Delegates from neutral countries shared in the discussions during the second week when the basis of a world federation of trade unions was under review. A "continuation committee" was set up to prepare the groundwork for the new organization and the report to a subsequent conference to be held late in the summer. This committee, according to the *New York Times* of February 21, later named "a policy-making or administrative committee of thirteen members to meet in Washington in April and work out a program of labour peace and post-war objectives for the meeting of the United Nations in San Francisco on April 25."

A summary of the proceedings of the Conference will be published in a forthcoming issue of the *LABOUR GAZETTE*.

Australian opinion regarding fatigue in industry

Avoidance of fatigue in industry is discussed by an Australian Medical Officer of Health in the January issue of "Accident Prevention Bulletin", published by the Factory Welfare Board in association with the Departmental Factory Inspectorate and the Standing Committee for the Prevention of Accidents, Sydney, Australia.

At the outset, the officer pointed out that the experience of Great Britain in increasing hours of work had but a brief period of success in increasing production, which was soon "completely wiped out by an ever-increasing diminishment in production." It was clearly demonstrated that both mental and physical fatigue resulting from too long working hours, were primary factors in the decline. It was necessary therefore, to determine maximum hours of work. During each day, short rest periods were also considered necessary and a regular rest at the week-end to give the worker "a chance to break the regular routine of every-day work and achieve a refreshing outlook on life." At the week-end break the aim should be towards recreation in the open air. Long periods of daily travel to and from home and factory were mentioned as another factor contributing to fatigue and it was suggested that in the post-war reconstruction period careful thought should be given to the zoning of new homes near the place of work, with community centres giving all the necessary means of social intercourse and health benefits.

It was also suggested that management might accomplish much by preventing the onset of "such malign influences as irritation which is one of the products of fatigue." Factories should be well lighted, as "tired eyes are a very real cause of fatigue, poor workmanship and output. Attention must be given to ventilation in the factories, for where air change is poor, workers rapidly tire." Another cause of fatigue referred to is boredom brought on by monotony. It is asserted that this can be successfully countered where "the management is keenly interested in both workers and in everything that would help to produce good work."

Workers on their part were urged to observe the laws of physical and mental health. It was essential that the importance of personal cleanliness should be recognized, as many disabling diseases are brought about where this is disregarded.

In conclusion, the report urges the employment of qualified medical men in all large factories, so as to safeguard workers and as "a real means towards maintaining production."

Reconstruction

Survey of Post-War Intentions of Workers

A SURVEY to determine the post-war intentions of Canadian workers is being carried on by the Research and Statistics Branch, Department of Labour. Information obtained from this survey will supplement that obtained from the survey of employers last year (L.G., July, 1944, p. 815.)

To aid the government in planning for post-war employment, quantitative information on both aspects of the post-war labour market is needed:

(1) *Demand*—the number of workers for whom employers expect to have jobs after the war

(2) *Supply*—the number of workers that intend to remain in the labour force after the war.

The first need is being filled by the Post-War Employment Survey of employers. It is to fill the latter gap that the present Post-War Intentions Survey has been undertaken.

This survey will provide answers to such questions as:

- (a) How many married women, now working, intend to return to their homes?
- (b) Do the youths, who have been drawn into the labour force, intend to return to school?
- (c) Will there be a "back to the farm" movement?
- (d) Will there be many people wanting to start their own business?
- (e) What are the intentions and hopes of "war workers"?
- (f) Do the older men who are now working, intend to retire after the war?

Information on these questions will be of great significance for post-war planning.

The procedure of the survey will be to mail a questionnaire to a 2½ per cent sample (about 65,000 workers) of the insured population. This sample will be picked completely at random from the registration cards for 1944 of the Unemployment Insurance Commission. These people will be queried as to their intentions concerning place of residence and type of activity one year after Germany surrenders. These intentions will then be analyzed in the light of their present place of residence and their present type of activity. This is information which can be obtained from the unemployment insurance cards.

However, to interpret post-war movement of this nature, it is necessary to know where these same people were living and what they were doing at or near the beginning of the war. This information will be secured from each person's 1940 National Registration card.

Thus, for each of approximately 65,000 people, information will be available as to their place of residence and type of activity in 1940, in 1944, and "one year after Germany surrenders." This data, when analyzed by age group, sex and marital status, will be the source of some very valuable information. It will enable, for instance, some prediction to be made on the extent and nature of post-war "counter movement" in relation to that which occurred during the war. It will also enable some prediction to be made on the numbers that will be seeking employment after the war. This will be most significant data when viewed in relation to the numbers that employers expect to hire.

Departmental Committee on Post-War Training

A COMMITTEE has been set up in the Department of Labour to bring about close co-ordination between the post-war training of veterans and their placement in employment. The committee will also develop plans whereby any workers displaced from war work could be trained for other occupations, and work out arrangements with the Unemployment Insurance Commission to provide training for

men and women while they are in receipt of unemployment insurance benefit in order that they would be fitted for new jobs.

L. E. Westman, one of the Associate Directors of National Selective Service, has been appointed Chairman of the Committee, and Mrs. Rex Eaton, Associate Director of National Selective Service in charge of the Women's Division, has been named Vice-Chair-

man. Other members of the Committee are R. J. Tallon, member of the Unemployment Insurance Commission; R. F. Thompson, Director of the Vocational Training Branch, Labour Department; and Group Captain Byron F. Wood, Assistant to the Deputy Minister to look after Labour Department matters affecting placement of veterans.

Miss M. Grier, of the Labour Department, has been named Secretary to the Committee.

The Committee will report to Arthur MacNamara, Deputy Minister of Labour.

In addition to studying the possibilities of post-war training of men and women now in war jobs, the Committee will also go into the

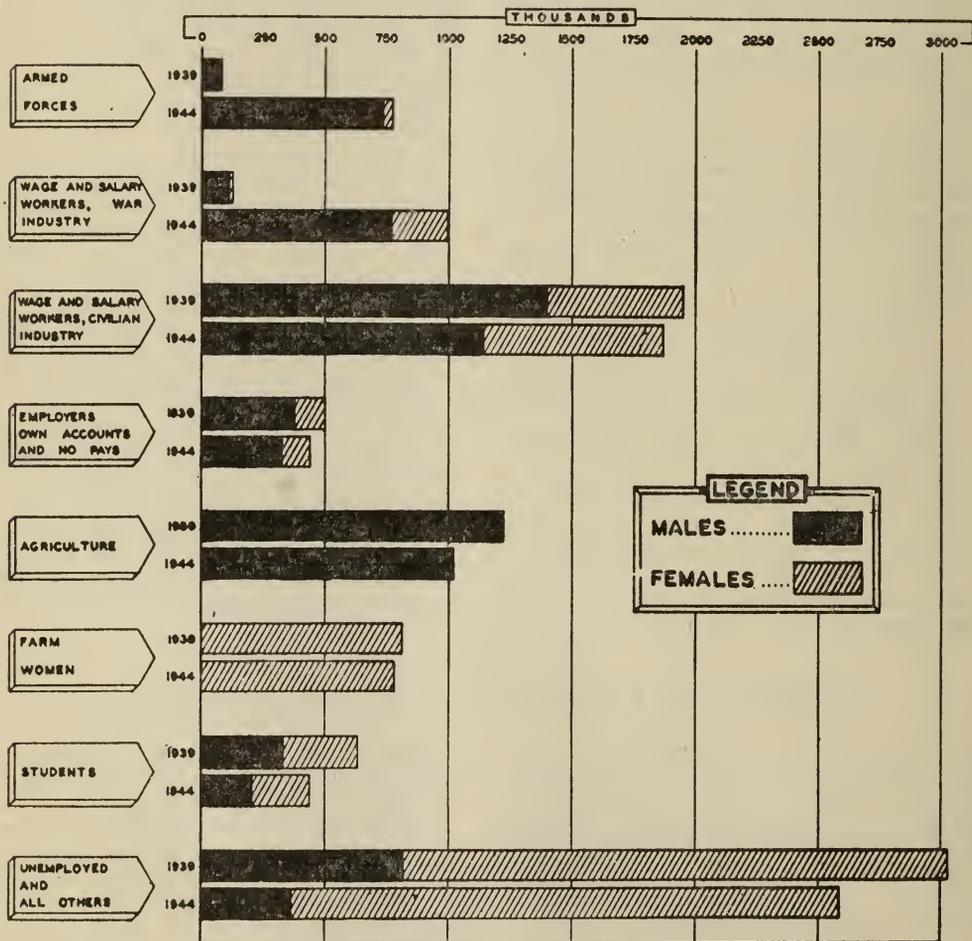
question of post-war participation of the Employment Service in training procedures.

It is pointed out that one of the "statutory conditions" attaching to the receipt of unemployment insurance benefit is that any insurable worker while receiving benefit must be prepared to undertake a course of training to fit him to accept employment, if required to pursue a course by direction of the Unemployment Insurance Commission.

An interdepartmental committee, of which Arthur MacNamara, Deputy Minister of Labour, is chairman, is already dealing with the subject of vocational training in reference to ex-members of the Armed Services.

ESTIMATED MANPOWER DISTRIBUTION IN CANADA
(14 years of age and over)

October 1, 1939 and October 1, 1944



Manpower

Canadian Manpower Situation at Close of 1944

THE Canadian manpower situation was considerably easier at the close of the year 1944 than at June 15, the peak date of demand for the year. At that latter date there was a labour shortage of approximately 134,000 workers for high priority industries exclusive of agriculture. By the end of the year demand for industrial workers in high priority industries had declined by about 56,000. In Ontario, where there is a heavy concentration of war industry, the labour situation was particularly acute at the peak date, but by December, the labour demand in high priority industries exclusive of agriculture was less than half the peak requirements. Cut-backs in the aircraft and ship-building programs with accompanying lay-offs were largely responsible for the easing of the manpower situation, together with the employment in other essential industry of more than 62,000 farmers on temporary permits to leave agriculture for the winter months. The logging industry has benefited particularly from the latter arrangement and as a result a much larger cut than last year is in prospect.

Manpower controls now in effect will in all probability be retained in 1945. A moderate upswing in labour demand may be anticipated early in April when the farmers will be returning to agriculture on the expiration of their temporary permits. About this time, also, retooling will have been completed in war plants for the large contracts placed in Canada by the United States Government late in 1944. These programs will call for additional employment of an estimated 12,000 persons for the manufacture of small arms ammunition, heavy ammunition cases, mortar shells and other urgently needed war supplies.

Distribution of Manpower, 1939-1944

The accompanying table and chart shows comparative estimates of the distribution of Canada's manpower from October 1, 1939, to October 1, 1944. During the five years of war there has been a natural increase of 572,000 in the population of Canada 14 years of age and over. It is estimated that at October 1, 1944, of the total 8,904,000 persons in that age group, 5,095,000 (exclusive of farm women) were in the Armed Forces or gainfully occupied, an increase of 1,232,000 from October 1,

1939, and of 66,000 from the corresponding date in 1943. Total employment in war industry reached a peak of 1,166,000 at October 1, 1943. Since that date there has been an estimated decrease of 172,000 wage and salary workers in war industry. These workers have been absorbed in other industry (excluding agriculture) where employment rose by an estimated 174,000 during the year ended October 1, 1944. There was an increase of 24,000 in the total strength of the Armed Forces during the year, and an additional 17,000 women, not including farm women, were drawn into the labour force.

The total female population in Canada, 14 years of age and over, was estimated to be 4,349,000 at October 1, 1944. Of these, an estimated 1,114,000 were in the Armed Services or gainfully occupied in industry other than agriculture. At that date 229,000 women were employed in war industry, 37,000 women had entered the Armed Services, and female employment in civilian industry had expanded by 174,000 or over 30 per cent from October 1, 1939, to total 737,000 at October 1, 1944.

In spite of an estimated decrease of 200,000 in the number of males employed in agriculture since the outbreak of war, the effective handling of a considerably larger volume of agricultural production in 1944 than in 1939 was accomplished by close co-operation between local farm committees, provincial governments and National Selective Service officials. Additional farm help was secured by granting special leave to members of the Armed Forces and the employment on farms of prisoners-of-war, Japanese internees and conscientious objectors. Also, more effective use was made of the available manpower by large scale movements of farm labour from areas where the harvest was completed to more critical areas. Since fewer men will be available from the Armed Services for farm work in 1945, it is expected that unless drastic reductions take place in military requirements, the farm labour situation will be more difficult to cope with in the coming season than in 1944.

War employment had reached its peak on October 1, 1943, when 1,166,000 persons, 13.3 per cent of the total population 14 years of age and over, were employed either directly or indirectly on war work. By October 1, 1944,

ESTIMATED MANPOWER DISTRIBUTION IN CANADA

14 YEARS OF AGE AND OVER

(In Thousands)

Population Class	October 1, 1939			October 1, 1941			October 1, 1943			October 1, 1944		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
	No.	No.	%	No.	No.	%	No.	No.	%	No.	No.	%
TOTAL POPULATION, 14 YEARS OF AGE AND OVER.....	4,303	4,029	8,332 100.0	4,404	4,152	8,556 100.0	4,513	4,254	8,767 100.0	4,555	4,349	8,904 100.0
I. Total in Armed Forces or Gainfully Employed.....	3,174	689	3,863 46.3	3,790	788	4,578 53.5	3,938	1,091	5,029 57.2	3,981	1,114	5,095 57.2
A. Armed Forces (i).....	70	.....	70 0.8	363	1	364 4.3	722	31	753 8.6	740	37	777 8.7
B. Gainfully Occupied—Total (ii).....	3,104	689	3,793 45.5	3,427	787	4,214 49.2	3,216	1,060	4,276 48.6	3,241	1,077	4,318 48.5
1. Non-agricultural industry—Total.....	1,879	689	2,568 30.8	2,337	787	3,124 36.5	2,231	1,060	3,291 37.4	2,216	1,077	3,293 37.0
(a) Wage and salary workers in war industry (iii).....	115	6	121 1.4	515	78	593 6.9	905	281	1,186 13.3	765	229	994 11.2
(b) Wage and salary workers in civilian industry.....	1,394	563	1,957 23.5	1,472	595	2,067 24.2	1,021	689	1,710 19.4	1,129	737	1,866 20.9
(c) Employers, own accounts and no pays (iv).....	370	120	490 5.9	350	114	464 5.4	305	110	415 4.7	322	111	433 4.9
2. Agriculture—males only.....	1,225	.....	1,225 14.7	1,090	.....	1,090 12.7	985	.....	985 11.2	1,025	.....	1,025 11.5
II. Farm women, 14-64 years of age (v).....	.....	805	805 9.7	.....	785	785 9.2	.....	765	765 8.7	.....	780	780 8.7
III. Students.....	321	312	633 7.6	280	286	566 6.6	212	230	442 5.0	212	230	442 5.0
IV. Unemployed (vi).....	.....	2,223	3,031 36.4	155	100	255 3.0	31	35	66 0.7	32	29	61 0.7
V. All Others—includes homemakers not on farms.....	808	.....	808 9.7	179	2,193	2,372 27.7	332	2,163	2,495 28.4	330	2,196	2,526 28.4

NOTE.—The above estimates are based on the most recent information obtainable from the Dominion Bureau of Statistics and other official sources. Very little statistical information is available for domestic servants, agricultural males, farm women, and employers, own accounts and no pays. In these cases the estimates are subject to a possibility of considerable error, especially for dates furthest from the date of the Decennial Census (June 2, 1941).

(i) Includes prisoners of war and persons missing but still on strength. Excludes persons enlisted but on leave and engaged in civilian occupations.

(ii) Does not include women gainfully occupied on farms or in farm homes, who are included in Item II. Does not include wage and salary workers who are temporarily unemployed owing to "No job" or "Lay-off."

(iii) Includes employment on direct and indirect war production and construction, and the war contract of employment in ancillary industries.

(iv) Own accounts are persons who carry on their business without assistance of employees. "No pays" are mainly family workers receiving no fixed money payment.

(v) Since it is impossible to measure statistically the amount of farm work done by women, all women residing on farms are here included except students, women 65 years of age and over and those gainfully occupied outside the farm.

(vi) In 1943 and 1944 the number of unemployed was accounted for almost entirely by persons temporarily out of work while moving from one job to another.

total war employment had dropped to 994,000 persons of whom 695,000 were engaged in war manufacturing. This represented a drop of 16.6 per cent in war manufacturing from the peak date when it stood at 834,000. Sixty-six per cent of all persons engaged in manufacturing were on war work at October 1, 1943, whereas one year later the proportion had dropped to 57 per cent. This decline in war manufacturing was mainly due to lay-offs caused by the tapering off of aircraft and

shipbuilding programs. Employment in these two industries will probably remain at present levels but further declines in other war manufacturing employment are anticipated in the coming months. These declines, however, are likely to be more moderate than during the last quarter of 1944, due to recent expansion in production schedules for chemicals and explosives, heavy guns and ammunition, small arms ammunition, armoured fighting vehicles and rubber tires.

Recent Manpower Orders

Two Orders in Council relating to the manpower situation in Canada were made during February.

Medical Examination of Naval and Air Force Personnel.—An order of February 13 (P.C. 944) provides that members of the Canadian Naval or Air Force on active service who are about to be discharged are to have a medical examination before their discharge to ascertain whether they are fit for training in the Army.

Provision had previously been made for the service of "Order-Military Training" on such men.

The Order amends the National Selective Service Mobilization Regulations.

Transportation of Agricultural Workers.—To facilitate the placement of agricultural workers in high priority industry during the season when they are not required on farms, authorization has been made (P.C. 692, Feb. 1) for the payment of travelling expenses of a worker who agrees to accept transfer.

Assistance of Soldier Workers Under Farm Duty Plan

REFERENCE was made in the December LABOUR GAZETTE (p. 1461) to farm labour provided by the Armed Forces during 1944. Mr. A. MacNamara, Director of National Selective Service, recently paid particular tribute to the contribution of soldiers under the Farm Duty Plan, by means of which soldiers worked more than 80,000 man days on Canadian farms from coast to coast and played an important part in helping to harvest crops during the summer and fall of 1944.

Under the Farm Duty Plan—an agreement between the Dominion Departments of Labour and National Defence and the Provincial Departments of Agriculture—more than 3,000 soldiers each worked an average of approximately 25 days between July and November. These men helped with haying and harvesting in Eastern Canada; potato and apple picking in the Maritimes; tobacco and fruit harvesting and food processing in Ontario; grain harvesting on the Prairies; and general farming in British Columbia.

Officers in charge report the following total number of soldiers employed in each province during the harvest season:

Prince Edward Island	186
Nova Scotia	738
New Brunswick	436
Quebec	65
Ontario	856
Manitoba	523
Saskatchewan	797
Alberta	322
British Columbia	159

The soldier-workers were employed by farmers on a contract basis at fixed wage rates. Each man was allowed to keep his earnings—except in Western Ontario, where tobacco pickers paid part of their wages, amounting to more than \$27,000, to the Red Cross.

Reports from provincial officers in charge of the program expressed high commendation for the quality of work done by the soldiers. It was stated that in many areas crops could not have been harvested without their help.

The contribution made by soldiers detailed to farms under the Farm Duty Plan is distinct from the work done by members of the Armed Forces who were granted compassionate leave to assist in harvest work on their own or their parents' farms during emergency periods.

Manpower Policy in Great Britain After Defeat of Germany

GR^{EAT} Britain has supplemented its program for full employment after the war (L.G., Aug., 1944, p. 942) with a plan for the orderly release of workers from munitions factories and their placement in civilian industry.

Like the plan for the demobilization of members of the Armed Forces (L.G., Nov., 1944, p. 1311), the present scheme which is contained in a White Paper,¹ applies primarily to an anticipated interim period between the defeat of Germany and the defeat of Japan.

This period, it is expected, will be one of continued labour shortages, since Britain will continue its war effort while at the same time attempting to make a start on civilian production. Manpower controls will, therefore, be continued. Men aged 18 to 27 will continue to be liable to call-up for the Armed Forces, in order to enable some of those now in the Forces with long military service to return to their homes. Young men not required for the Forces will be subject to employment transfer, in accordance with labour needs in essential industry. Women will continue to register, but will not be called up. They may volunteer, however, and will still be subject to employment transfer (though girls under 19 will not be sent away from home).

In spite of the need for continuing these controls, the Government intends to mitigate their severity to some extent, and to "pay such regard as is possible to the natural desires of workers to seek work where they please and of employers to engage labour freely." Controls will be continued also over industry, and the allocation of raw materials and labour will be planned so as to ensure that the efforts of industry are concentrated not on the production of luxuries, but

first upon those munitions required for the Armed Forces, and, second, upon those products which are most important to national recovery and to an improvement in the standards not of those people who can pay the highest prices but of the community as a whole.

Release from War Work

Release of workers from war industry will be based on the principle that certain classes of workers have special claims for priority or release, immediately after the end of the war in Europe. The following will be given permission to leave industry altogether if they wish, regardless of the importance of the production on which they are engaged:—

¹ *Re-Allocation of Manpower between Civilian Employments during any Interim Period between the Defeat of Germany and the Defeat of Japan*: London, H.M. Stationery Office, 1944.

- (1) Women (married or single) with household responsibilities and women wishing

to join their husbands on release from the Forces.

- (2) Women over 60.
- (3) Men over 65.

In addition, women over 50 will be given permission to leave their jobs and retire unless there are strong production reasons to the contrary.

Workers who have worked away from home for three years or more and who want to obtain jobs near home will be given priority of release, for transfer to work of importance.

If, following the release of these priority classes in any company, there is still a surplus of workers, the order of discharge will be as follows:—

- (1) Men aged 18-27 for call-up to the Forces.
- (2) Workers needed for priority vacancies elsewhere including skilled and experienced workers needed for the re-establishment of civilian industries.
- (3) Those who have been away from home less than three years but more than one, in order of their length of absence from home.
- (4) Other releases in accordance with current practice, e.g., as determined by industrial agreements.

The Paper states that consultation and co-operation with workers and employers will be needed in the working of the scheme.

Release from Armed Forces

As noted in the White Paper on Demobilization, members of the Armed Forces are being released in two classes: A, in accordance with age and length of service, and B, those with special skills needed in industry.

Men and women in Class A will not be subject to labour controls during their period of paid leave (8 weeks, plus additional time for men with foreign service), during which they may seek reinstatement in their former employment or find such other work as they wish. Following this period, however, they will become subject to the controls and if they are still unemployed or become unemployed they will be placed in work in accordance with existing priorities.

Those released in Class B may move from one job to another within their particular employment, but if they leave the employment they will be directed back to the Forces.

In the case of disabled persons, the report states, the primary object will be to find them employment which will result in their satisfactory and, so far as possible, permanent resettlement in employment of the kind they wish to follow. They will not be required to take, or to remain in, employment on the grounds of its immediate importance if this does not also serve towards their permanent resettlement.

Family Allowances in Canada

Registration Now in Progress—Payments to Commence in July

FIRST cash payments under the Family Allowances Act, passed in August, 1944, will be made this July and registration for the allowances is being held throughout Canada after March 15.

All children under sixteen years of age are eligible for an allowance. This includes Indians and Eskimos. All children must have been born in Canada or have lived here for three consecutive years. Children of members of the three armed services are eligible even though born out of the country. For instance, a Canadian soldier's child born overseas will be eligible for an allowance as soon as it arrives in Canada.

There is a further important clause in the eligibility regulations. The allowance is not payable to a child who, being above the age of six years and physically fit to attend school, fails to do so or to receive equivalent training.

Allowances which are tax free will be made monthly as follows:

Children under 6 years of age—	\$5 a month
Children from 6 to 9 years of age—	\$6 a month
Children from 10 to 12 years of age—	
	\$7 a month
Children from 13 to 15 years of age—	
	\$8 a month

The allowances are reduced after the fourth child, because clothing, school books and other equipment can be used again by the younger children in the family. There will be a reduction of one dollar for the fifth child, two for the sixth and seventh child, and three dollars for each additional child.

Registration forms will be delivered through the Post Office after March 15 to every household, and an illustrated sheet for guidance and a return envelope will accompany the form. If for some reason a registration form is not received, it can be obtained at the local Post Office. These forms will then be mailed back to the regional office which is being established in each provincial capital. There they will be sorted and listed.

Although it is not necessary to send in birth certificates with registration forms, births reported on the forms will be checked against provincial records, so that parents who have omitted to register the births of their children are advised to do so immediately.

P.E.I. Proving Ground

The first registration for family allowances was held in Prince Edward Island. As the smallest province in Canada, it was deemed a good proving ground on which to test the registration administration. The provincial officials gave excellent co-operation and within the first month 95 per cent of all families had registered.

An examination of the Prince Edward Island forms makes apparent the usefulness of the information collected through the registration. For instance, it was shown that 550 children, over six years of age, were not attending school. The reasons were given as follows:

(a) No teacher, no school.....	73
(b) Helping or working at home or elsewhere	209
(c) School too far, weather, bad roads.....	69
(d) Helping on farm.....	91
(e) Can't afford, no clothing.....	26
(f) Can't learn, doesn't like, won't go, etc.	44
(g) Others	38

550

The Family Allowances Act was passed for the purpose of giving the children of Canada a greater degree of equal opportunity. As wages are not based on the number of children a woman or man has, but on work done, a single man and a man with five children must often make the same sized pay cheque meet very different needs. In the higher income brackets, the man with children is assisted to meet his family's costs by income tax reductions, but in the income group below the income tax level no allowance is made for children.

The Act is so designed that no one can benefit by both income tax deductions and family allowances. Income tax payers have the option of applying for the family allowance, but they must deduct the allowance from their income tax exemption. No one can say in advance, however, whether or not he will benefit from family allowance, as incomes may change during the course of a year. It is suggested that anyone who is uncertain whether or not he will benefit from family allowances more than from tax exemptions should register for the allowance and in this way be on the safe side.

Distribution by Provinces

Federal tax monies will be distributed among the provinces as follows:

	Total Federal Tax Collections (millions) (%)	Estimated Distribution of Family Allowances (millions) (%)
Maritimes ..\$	109 4	\$ 28 11
Quebec	905 34	84 33
Ontario	1,235 47	75 29
Prairies	186 7	54 21
Br. Columbia	206 8	15 6
	<u>\$2,640 100</u>	<u>\$256 100</u>

The estimated annual cost of \$200,000,000 for family allowances was based on the following table compiled by the Dominion Bureau of Statistics:

Number of children in family allowance age groups:

0- 5 years	1,424,913
6- 9 "	839,722
10-12 "	618,369
13-16 "	652,930
	<u>3,535,934</u>

It is further estimated that since the average size of family varies in respect of urban and rural families across Canada the average allowance per child will be \$5.96 per month in rural communities, while in urban communities children will average \$6.12 a month. The whole average for Canada is \$6.04. How-

ever, the difference in size of rural and urban families means that the rural family as a whole will get an average of \$16.01 while the urban family will draw \$13.33.

A study of the system shows that in respect of the different provinces in Canada what any family may lose through the per capita amount received per child, it will make up in the amount received per family.

In the parliamentary debate on family allowances, Mr. Paul Martin, Parliamentary Assistant to the Minister of Labour, opposing the suggestion that family allowances might affect the rise of wages, declared: "The fact is that to-day in this country we have a trade union membership of 700,000 as compared with about 300,000 at the beginning of the war. In my opinion that is a good thing not only for the workers but for Canada. As long as we have an informed trade union movement, as we have in this country, one which I repeat is good for Canada and good for the workers themselves, there need be no fear on the part of labour of the system of family allowances being used as a weapon by irresponsible employers."

It was further pointed out that as allowances will continue during strikes they constitute a guarantee of basic care for the children in every home and actually give the worker more freedom to oppose unscrupulous employers.

Lever Brothers' 40-Hour Week Plan

THE management of Lever Brothers Limited, whose Canadian executive offices are in Toronto, and the members of Local 32 of the International Chemical Workers (TLC), after several conferences, jointly evolved a plan for the adoption of a 40-hour work week, without reducing plant production or the "take-home" pay of the workers. The plan was scrutinized and approved by a well-known firm of actuaries and also by the War Labour Board (L.G., January, 1945, p. 30). It has been in effect since the beginning of the year, and is to be tested for a trial period of six months.

The LABOUR GAZETTE is indebted to Mr. J. P. Brierley, Technical Director of the Company, for the following details of the project.

In November, 1943, the Company and the Union were negotiating a new agreement. The expiring contract had provided for a 48-hour week consisting of six days of eight hours each. The advantages of shorter hours of work were clearly recognized by both parties. Saturday absenteeism had proven an irksome problem to both the Union and the Company.

On the other hand, the need for maintaining the Company's output of essential products appeared to be an insuperable obstacle to reducing the hours of work. In the course of discussions, it was suggested that if all the ideas and suggestions of Union members and Management were pooled, it might be possible to reduce the working hours without reducing either the weekly earnings of the individual workers or the output of products.

Principles Agreed Upon

As a result, a joint committee was formed composed of workers appointed by the Union, and Management representatives. Recognizing that any change in hours of work would require the approval of the War Labour Board, two important principles were agreed by the joint committee at its first meeting—

- (1) that all suggestions for improvement in efficiency should be immediately introduced and continued in actual practice, without any adjustment in the standard hours of work, in order that full proof

of the value of the suggestions might be available;

- (2) that the then current operating period should be taken as the basis with which the improved labour efficiencies should be compared.

At a subsequent series of 23 meetings, the operation of all factory departments was discussed and the accumulated suggestions of Union members and Management were investigated, and those thought to be practicable put into effect immediately. It is a tribute to the determination of the workers and the discipline and morale of the Union as a body that the employees accepted the resultant reduction in total staff and the increase in output per man-hour without immediate additional recompense, in the hope of achieving their final objective of a shorter work week.

By July 1, 1944, it was proved that slightly better than a 20 per cent decrease in wages costs per standard unit of output had been realized. Based on the improved methods of operation, production costs were estimated on a basis which assumed the following conditions—

- (1) a reduction of working hours from a 48-hour week to a 40-hour week, consisting of five days of eight hours each;
- (2) payment at time and one-half for all hours worked in excess of the above;
- (3) increasing all hourly rates so as to ensure that workers would receive the same earnings for 40 hours as they had previously received for 48 hours.

The production costs so estimated indicated that the introduction of a 40-hour week would not increase the cost of production above the cost during the basic period of November, 1943. All figures used were checked by an independent audit before an application for approval of the changes outlined in Sections 1, 2 and 3 above, was sub-

mitted to the Regional War Labour Board for Ontario in August, 1944. At the time when the application was filed, the efficiencies introduced had been successfully maintained for periods varying from three to six months.

Action of War Labour Boards

The Regional War Labour Board for Ontario was unable to approve the application as submitted, as it involved an upward adjustment in hourly wage rates. Permission to appeal to the National War Labour Board was, however, granted. After a hearing before the National Board, the form of the application was modified and approval of the following scheme was requested.

- (1) Reduction of the normal hours of work from a 48-hour week, consisting of six days of eight hours each, to a 40-hour week, consisting of five days of eight hours each.
- (2) Payment at the rate of time and one-half for all hours worked in excess of eight hours in any consecutive 24-hour period, or 40 hours in any one week.
- (3) No change in the present hourly rates for factory workers.
- (4) Payment of an incentive production bonus, based on the efficiencies achieved, of 20 per cent of the total weekly earnings of each worker.

On December 27, 1944, the National War Labour Board approved this application with effect as from January 1, 1945, for a trial period of six months. During this trial period, the National War Labour Board will determine whether the wage cost per standard unit of output is being maintained at the same level as during the basic period in 1943. Consideration will then be given to the renewal of approval for the continuance of the plan for a further period.

Hiring of Housewives for Part-time Employment

Housewives may now be engaged for part-time jobs, for a period of up to three full work shifts in a week, without Selective Service permit, according to a statement issued on February 6, by Arthur MacNamara, Director of National Selective Service.

Previously, Selective Service required permits wherever a housewife was being engaged for more than 24 hours employment in the week; the new rule permits employment with-

out permit, even where the three full shifts total more than 24 hours work for the week.

Also in future it will not be necessary for an employer engaging a housewife for not more than three work shifts in the week, to secure permission of National Selective Service to advertise for this type of employee.

The new ruling arises out of an interpretation of "part-time subsidiary employment," which is exempted under Selective Service Regulations from permit requirements.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

Hudson's Bay Company (Vancouver, B.C.), Steel Company of Canada, Limited, and United Steelworkers of America, Local 1005 (Hamilton, Ont.).

The Builders' Exchange Inc., and Building and Construction Trades Council of Montreal and Vicinity.

Canadian Car and Foundry Company (Brantford Plant), and United Automobile Workers (C.I.O.), Local 397.

Oshawa Railway Company and Division 1255 of Amalgamated Association of Street Electric Railway and Motor Coach Employees of America.

General Steel Wares, Limited (Montreal), and United Steelworkers of America, Local 2847.

Steel Company of Canada, Limited, and United Steelworkers of America, Local 1005.

Barrymore Cloth Company, Limited (Toronto, Ont.), and National Union of Textile Workers, Local 15.

Maritime Steel and Foundries, Limited (New Glasgow, N.S.), and United Steelworkers of America, Local 3172.

Central Aircraft, Limited, and Canadian Aircraft Workers' Association, Local No. 2.

Victory Textiles, Inc. (Montreal, P.Q.).

National Aniline and Chemical Company, Limited (Toronto, Ont.).

Houde, Laroche and Company, Limited, and Le Syndicat Catholique National du Vêtement de Ste. Croix de Lotbinière, Inc.

Canadian Vickers, Limited (Aircraft Division), Fairchild Aircraft, Limited, and Noorduyn Aviation, Limited, and Montreal Aircraft Lodge 712 of the International Association of Machinists.

Algoma Steel Corporation, Limited, and International Association of Machinists, Lodge 485.

Citadel Brick, Limited (Boischatel, P.Q.) and Brick Workers' Federal Union No. 103.

Small Arms, Limited (Long Branch, Ont.), and Local 519, United Electrical, Radio and Machine Workers of America.

Re: Hudson's Bay Company (Vancouver, B.C.)

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for British Columbia, dated October 5, 1944 declining to approve an application for classification of the company's departmental managers in its retail store at Vancouver in a series of salary brackets based upon sales volume (junior, intermediate and senior) and the nature of the operations in each department (A—easy; B—average; C—difficult). A range of wages is proposed for each category of departmental managers.

The Regional Board refused its authorization on the ground volume of sales should not constitute a factor in determining wage rates.

It was stated in the company's original brief on this appeal that its "wage policy and wage scales have been in effect since 1st February, 1935".

It must be noted from the definition in section 13 (1) (p) in P.C. 9384 that "wage rate" means the basis of calculation of the wages paid to an employee. So that, if prior to November 15, 1941 an occupational classi-

fication was paid on the basis of volume of sales there is no prohibition against a continuation of the practice.

The first point to be determined in this case is whether all of the company's departmental managers in the Vancouver store are to be considered as belonging, for the purposes of wage control, to the same "occupational classification", that expression being defined in section 13 (1) (h) of the Order. A second question will then be to what extent the rates submitted were established prior to November 15, 1941.

Following a request for further material, we now have a detailed submission from the appellant which was not placed before the Regional Board.

We are of opinion that this further submission should be examined by the Regional Board in the light of the foregoing observations. Meanwhile, this appeal will stand dismissed, but without prejudicing in any way the appellant's position before the Board below.

January 26, 1945

Re: Steel Company of Canada, Limited, and United Steelworkers of America, Local 1005 (Hamilton, Ont.)

Reasons for Decision

This is an appeal by the Union from a Decision of the Ontario Board dated November 8, 1944, wherein the Regional Board denied an application for the establishment of an 8-hour day for all employees at the Hamilton and Ontario Works, not now on an 8-hour day, with compensatory adjustments in wage rates. Leave to appeal was granted under date of December 14, 1944.

The application affects some two hundred and fifteen employees engaged in that part of the Hamilton plant known as the "Ontario Works" and one hundred miscellaneous employees, such as janitors, clean-up men, scrap collectors, miscellaneous clerks, etcetera, employed at the main plant. There are approximately four thousand five hundred employees in all the Hamilton plants and within the past few years the Company has pursued the policy of reducing the hours of work to eight hours per day. In the main plant the operations are continuous and three 8-hour shifts are in use.

The Company readily concedes the desirability of having uniformity in hours of work throughout the plants (except possibly for a few miscellaneous cases where the work is not of a continuous nature) and would not object to the 8-hour day in the Ontario plant if one hundred and twenty additional men could be secured to provide for three shifts of eight hours each. Unquestionably, production would be increased thereby, but it is quite clear that with the existing manpower shortage the extra men cannot now be secured.

Since the outbreak of the war the Company has been engaged primarily in meeting wartime requirements and is producing a substan-

tial part of the total steel produced in Canada. The Department of Munitions and Supply is requesting increased production. This is one of the material circumstances which the Board is required to consider under Section 20 (c) of the Order.

In our opinion the application is an indirect method of requesting a wage increase. While the Union does not admit the impossibility of securing an additional one hundred and twenty men necessary to provide for three 8-hour shifts, it is undoubtedly a fact. If the present production is to be maintained the mill would have to continue to work for two shifts of ten and one-half hours (at present an average of 57.25 hours per week). If the application were granted, the Company following its policy in such change-over to an 8-hour day, would pay nine hours' wages for such eight hours and be obliged to pay time and one-half for the overtime. In the main plant there is, generally speaking, no overtime such as would be the case here.

No evidence was submitted to indicate any gross inequality or injustice in the hourly rates now being paid.

It is to be noted that following the coming into effect of the Hours of Work and Vacations with Pay Act in Ontario, the Company applied for and obtained exemption from the provisions of the Act requiring the institution of an 8-hour day. We are of the opinion also that the decision of the Ontario Regional Board, given after full consideration of all the facts and in the exercise of its discretion, should not be disturbed.

The appeal will, therefore, be dismissed and Finding and Direction will issue accordingly.

January 25, 1945.

Re: The Builders' Exchange Inc., and Building and Construction Trades Council of Montreal and Vicinity

Reasons for Decision

This is an appeal by the Council from a Decision of the Quebec Board, dated September 21, 1944, wherein the Board denied certain employees engaged in the Building and Construction Trades Council of Montreal and Vicinity, a thirty-five cent (35c.) per week cost of living bonus which was ordered by the National Board by its General Order dated November 8, 1943, but which was not made applicable by that Order to employees of employers engaged in the construction industry. Leave to appeal was granted on October 17, 1944.

Pursuant to the provisions of Section 46 of P.C. 5963, the National War Labour Board, by its Finding and Direction dated June 14, 1943, directed the employers, with effect from June 1, 1943, to pay a cost of living bonus of Two dollars and twenty-five cents (\$2.25) per week (calculated on the rise in the adjusted cost-of-living index number from the month of April 1941 to that of April 1943); the same to be maintained and continued in effect until May 15, 1944, "subject to such adjustment, if any, as pursuant to the terms of P.C. 5963, may be determined to be effective from that date" (May 15, 1944). It can be assumed that the Board contemplated that P.C. 5963 would then

be in effect and that further adjustments, if authorized under that Order, would then be made.

By its General Order of November 8, 1943, the Board, on the ground that the cost-of-living index number for October 1, 1943, had risen by 1.4 points over the index for July 2, 1942, directed that:

- (1) Except as otherwise provided in Section 2, 3 and 5 of this General Order, every employer shall, effective from the first payroll period beginning on or after November 15, 1943, increase:
 - (a) the amount of the cost-of-living bonus payable to adult male employees and to other employees employed at weekly wage rates of \$25.00 or more by the amount of 35c per week.

By Section 5 of the same General Order it was provided as follows:

Nothing in this General Order shall affect the operation of the direction of the National War Labour Board, dated June 14, 1943, applicable to employers in the construction industry.

On December 9, 1943, P.C. 9384 replaced P.C. 5963. Section 15 (1) directed every employer to establish a single rate, or range, in the manner prescribed in Schedule "A", which provides for the incorporation into the rates previously paid (and effective from the first payroll period commencing on or after February 15, 1914), of the "previously authorized bonus", which term is defined by Section 13 (1) (i), as follows:

"previous authorized bonus" means a cost of living bonus authorized or required to be paid by an employer to his employees in any occupational classification by or pursuant to the Wartime Wages and Cost of Living Bonus Order (Order in Council P.C. 8253, dated October 24, 1941), or the Wartime Wages Control Order, or the Wartime Salaries Order or any Order in Council specially applying to the employer or by or pursuant to any declara-

tion, determination, direction, instruction, order or General Order made under the authority of the said Orders;

We are of the opinion that the definition is broad enough to entitle the employees to any cost-of-living bonus they would have been entitled to under P.C. 5963, in addition to that granted them by the Finding and Direction of June 14, 1943. The Builders' Exchange contend that when the five (5c) cent cost-of-living bonus was directed by the Regional War Labour Board for Quebec on September 9, 1942, that Board took into consideration possible future fluctuations in the index of the cost-of-living after September, 1943, and that appears to have been the case; but the General Order of this Board, applicable to the construction industry dated June 14, 1943, makes it quite clear that the rise in the adjusted cost-of-living index number between April 1941 and October 1943, warranted the cost-of-living bonus of two dollars and twenty-five (\$2.25) cents per week therein awarded; further, the rise in the adjusted cost-of-living index between April 1943 and October 1943 (on which the General Order of November 8, 1943, was based) indicates that under P.C. 5963 the payment of the additional thirty-five (35c) cents per week was warranted.

We, therefore, find that the provisions of the General Order of the Board, dated November 8, 1943, should be made applicable to the employees represented in this application and the appeal is, therefore, allowed. Notwithstanding the terms of the Finding and Direction of June 14, 1943, we are of the opinion that the effective date of the Order now made must be for the first payroll period commencing on or after February 15, 1944, and as provided in Section 15 (1), of the present Order—no exceptions being made therein.

Finding and Direction will issue accordingly.

January 26, 1945.

Re: Canadian Car and Foundry Company (Brantford Plant), and United Automobile Workers (C.I.O.), Local 397

Reasons for Decision

This is an appeal by the Company and a cross appeal by the Union from a decision of the Regional War Labour Board for Ontario, dated August 28, 1944, by which it refused the application of the Union for general wage increases with the exception of the classifications of "foundry labourers" and "shakeout men", for which classifications it directed the Company to establish and pay a wage rate of sixty-four (64c) cents per hour (inclusive of the former cost-of-living bonus) with effect from January 29, 1944. The exist-

ing rate for the classifications mentioned is sixty (60c) cents per hour, which includes cost-of-living bonus. The shakeout men, however, are all working on piece work and their average earnings are now one dollar and eighty (\$1.80) cents per hour. Foundry labourers (that is those actually working in the foundry part of the plant) have a basic rate of sixty (60c) cents per hour and in addition thereto are paid three (3c) cents per pot for carrying heat, thereby earning an average of about fifty (50c) cents per day extra. The Regional Board based its decision for the increase granted on the ground that foundry

labour is worth five (5c) cents per hour more than common labour in the area, which they found to be fifty-nine (59c) cents.

In view of the present earnings of the shakeout men and the supplement to the rates of the actual workers in the foundry shop, we are of the opinion that the increases granted by the Regional Board were not warranted and we, therefore, allow the Company appeal and direct that that part of the Regional Board's Order which granted increases to shakeout men and foundry labourers be set aside.

To provide for the various types of labour in the plant, the Company requests the establishment of a range of sixty (60c) cents to sixty-four (64c) cents per hour, and as this is the approximate range recently established by the Regional Board at the Galt Malleable Iron Company, Limited, plant (59c-64c per hour), we approve of the establishment of such a range for that classification.

In regard to the cross appeal of the Union relating to the other classifications, it is to be noted that a general increase was given to

the employees on December 1, 1942, and that the full cost of living bonus of four dollars and sixty (\$4.60) cents per week was paid. The appeal is based on the claim of the Union that the establishment of a sixty-four (64c) cent rate for foundry labourers (they asked for 65c plus cost of living bonus), constitutes a gross inequality and that, in any event, if the sixty-four (64c) cent rate were established without any upward revision in the other categories, it would create an unbalanced wage structure and that, therefore, the other rates should be increased in order to preserve existing differentials.

In view of our decision on the Company's appeal and that there appears to be no gross inequality or gross injustice in the existing rates for the remaining classifications, as compared with reasonably similar and comparable industries, we are of the opinion that the cross appeal of the Union should be dismissed.

Finding and direction will issue accordingly.

January 26, 1945.

Re: Oshawa Railway Company and Division 1255 of Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America

Reasons for Decision

This is an application on behalf of the bus drivers of the Oshawa Railway Company for an increase of 11c per hour in their wage rates. The present range of wage rates of 62c-69c per hour was directed following the decision of the National War Labour Board, rendered on the 30th of July, 1943. At that time an increase of 4c an hour was approved. On the hearing of that application the representatives of the employees urged that the wage rates payable to the employees of the Oshawa Railway Company were properly comparable to the wage rates of the employees of the Niagara, St. Catharines and Toronto Railway, whose application for increases in wage rates was also before this Board. Both of these Companies are subsidiaries of the Canadian National Railways, and at that time wage rates paid to the bus and street car operators were the same in each case. Subsequently, on the 24th day of September, 1943, the Niagara, St. Catharines and Toronto Railway was directed to increase the wage rates of its motormen, conductors and bus operators by 10c an hour. By Finding and Direction dated October 8, 1943, the other classifications of employees of the said Niagara, St. Catharines and Toronto Railway received substantial wage rate increases.

Pursuant to further representations by the employees of the Oshawa Railway Company, concurred in by the employer, the wage rates of the other classifications of employees of the said Oshawa Railway Company were increased to correspond with the increases previously granted to the Niagara, St. Catharines and Toronto Railway, after having made due allowance for the relationships arising from the fact that the said railway operated an interurban service, whereas the Oshawa Railway Company operates a local service only, although its freight service involved switching operations in connection with the transportation of freight from the plant of the General Motors Limited to the Canadian National Railways.

It should be observed further that the wage rates paid to the bus operators of the Oshawa Railway Company corresponded closely with the wage rates paid similar classifications of the Ottawa Electric Company and the Lake Erie and Northern Railway and the Grand River Railway.

Having regard, therefore, to all the representations made to this Board at the hearing of the application now under consideration, as well as in support of the applications above referred to, and having regard to the wage rates now being paid to the other occupa-

tional classifications of this Company, as well as to the wage rates paid the bus drivers and other classifications by the Ottawa Electric Company and the Lake Erie and Northern Railway and the Grand River Railway, this Board is of opinion that the wages of the bus drivers covered by this application should be increased by the amount of five (5c) cents per hour. This increase will be effective from the 1st day of November, 1944.

In the application there is sought in addition to wage increases the following:

- (a) Night differential of 5c per hour.
- (b) Time and one-half for all work performed on Sundays and statutory holidays.
- (c) A time allowance of fifteen minutes for the purpose of making out accident reports.
- (d) Vacation with pay plan providing for holidays ranging from 6-12 days, depending on the employee's length of service.

Re: General Steel Wares, Limited (Montreal), and United Steelworkers of America, Local 2847

Reasons for Decision

This is an appeal by the Company from decisions of the Regional War Labour Board for the Province of Quebec dated October 24, 1944 and December 11, 1944 increasing hourly rates for engineers (4th class) from 63 to 78 cents and for stove mounters from 58 to 73 cents, and introducing a "5 cent per hour premium for night shift".

Adopting the Toronto plant as a basis, as was done by the Quebec Board in the case respecting starting and machine shop rates between these parties (see *Reasons for Decision* below), we are of opinion that the engineer (4th class) rate should be 73 cents.

There should also be a finding and direction introducing the premium for night work in the general terms used in the case of the Toronto plant (L.G., 1944, p. 1101). We are confident that the Company's management and the

Re: General Steel Wares, Limited (Montreal) and United Steelworkers of America, Local 2847

Reasons for Decision

The Company appeals from a decision of the Regional War Labour Board for the Province of Quebec dated July 18, 1944, directing an increase in starting rates for men, women and boys with corresponding increases in the automatic progressive rates. The Regional Board's direction also increased the rates for certain classifications employed in the machine shop. Leave to appeal was granted by the Regional Board.

As to (a), this Board is not of opinion that the evidence justifies payment of a night differential.

As to (b), in accordance with the practice of street railway operation, this Board is of opinion that payment at the rate of time and one-half should be allowed for work performed on Sundays or on an assigned seventh day of rest, and six statutory holidays as enumerated in Order in Council 4671.

As to (c), it appears to the Board that this request of the employees is not in general accord with the practice of street railways in that regard, and is, therefore, denied.

As to (d), this Board sees no reason why the provisions of D.B. 17 should be departed from in this case, and, therefore, refuses the request of the employees for holidays with pay ranging from six to twelve days per year.

Finding and Direction will issue accordingly.

January 30, 1945.

Union will again be able to agree upon a practicable application of the direction.

The Company says that all of its stove mounting is done in its London plant and that there would appear to be only one employee who could possibly be classified as a stove mounter at Montreal, but that, in fact, he is a warehouseman and devotes only a small part of his time to work which could be said to belong to the classification for which the special rate is contended. On the evidence this Board is unable to see any justification for setting up a special classification for stove mounting in the Montreal plant. The individual involved may have a grievance and if he has, the grievance procedure of the collective agreement should be utilized.

There will be a finding and direction varying the Regional Board's decisions to the extent indicated.

January 31, 1945.

At the hearing, it was agreed by the parties that the rates for women and boys should remain as they were before the decision, now under appeal, was rendered.

It seems clear from the material and was practically common ground at the hearing that the Regional Board adopted the men's rates which were thought to be then prevailing in the Company's Toronto plant for the classifications here involved. Subsequently, on August 3, 1944, this Board, on an appeal by the Company, disallowed certain increases in

these starting rates in the Toronto plant which had been granted by the Regional Board for Ontario (L.G., 1944, p. 1101). The result is that the Montreal rates ordered by the Regional Board for Quebec are now higher than the Toronto rates.

The Quebec Board in this particular case thought that it would not be inconsistent with the provisions of section 20 (1) (a) of P.C. 9384 to direct the Toronto rates of this Company for its Montreal plant. On the evidence submitted, we are unable to say that the decision was erroneous in principle.

It was shown by the appellant that the rates ordered for the machine shop classifications were higher than those being paid in the Toronto plant. The Union, however, endeavoured to justify the new rates by comparing them with rates paid by other employers in the Montreal area, but we do not think that a proper basis on that ground was made out to justify the increases.

Re: Steel Company of Canada, Limited, and United Steelworkers of America, Local 1005

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Ontario dated August 9, 1944 whereby that Board declined to authorize or direct the Company to grant to the hourly-rated employees in the Hamilton Works two weeks' vacation with pay after five years of continuous employment. The Ontario Board granted leave to bring this appeal.

Prior to the war, the Company was granting one week's vacation with pay to employees with 5 years service and two weeks to employees with 25 years' service. During the month of March, 1944, the Union renewed the application which it had previously made for one week's vacation with pay to employees with one year's service and two weeks to employees with five years service. On July 27, 1944, the Regional Board authorized one week's vacation for employees with one year's service, and on August 9, 1944 issued the decision now under appeal.

The Company asserted that an extension of its present provisions for vacations with pay would curtail its schedules. It is engaged in the urgent production of basic and indispensable war materials having a relatively high content of direct labour and there is a shortage of labour for the type of work required to be performed. These are compelling circumstances to which a war labour board must have regard in exercising the discretion conferred by section 20 (1) (c) of the Order creating our

As a result, the Regional Board's finding and direction will be varied and the following rates will be effective from April 11, 1944:

Minimum rate for female employees and boys under age 18:

Starting .....	.36 cents
After 1 month .....	.40 "

Minimum rate for men:

Starting .....	.54 cents
After 1 month .....	.58 "

Machine Shop:

Toolmaker—1st class ..	\$1.08
Toolmaker—2nd class..	.98 cents
Machinists Class A.....	.93-.98 cents
Millwright .....	.88 cents
Millwright Helper.....	.78 cents

Finding and Direction will issue accordingly.

January 31, 1945.

jurisdiction (P.C. 9384). We are not unaware of the merit of the appellant's argument for paid vacations to industrial workers from the point of view of improved production, but this is neither the time nor the case to give this consideration precedence over wartime requirements.

In view of the exhaustive argument of Counsel at the hearing it may be useful to note that this Board is still governing its policy as to vacations with pay, largely by the terms of decision bulletin 17 and the Board's view in the Division 4 case (L.G., 1943, p. 753):

In other words the granting or withholding of vacations with pay is a matter of consideration on the evidence of each case. Obviously there are a number of fundamental considerations. First of all a Board must keep in mind that it is exercising a judicial discretion and is not to deal with the matter as if it had the right to legislate arbitrarily an employer into granting vacations with pay. Secondly, a most important consideration is that there is a war on and uninterrupted production and services is the prime need in such a time. Consideration should also be given to the problem of manpower. Vacations with pay should not be granted where conditions are such that an industry will as a result lose too much important production or where to keep it up will make the cost unduly high. Another factor is of course the importance of the product in the war effort or the national interest. Then again there may be the question of ability to pay.

In some cases this Board has authorized two weeks' vacation with pay for employees

having five years' service, when it had been shown that special circumstances warranted the extension of a plan by an employer, but in no case have we directed an employer beyond the terms of D.B. 17.

We are of the opinion that the Regional Board took the proper and right view of this application and the appeal will have to be dismissed.

February 7, 1945.

Re: Barrymore Cloth Company, Limited (Toronto, Ont.) and National Union of Textile Workers, Local 15

Reasons for Decision

The Union appeals from a decision of the Regional Board for Ontario dated October 30, 1944, declining to grant the following three requests made by the Union:—

- (1) Payment of time and one-half for all extra time worked in any single day in a work week of 48 hours.
- (2) Payment of 5 cents an hour bonus to all employees working on shift work.
- (3) Two weeks' vacation with pay to all employees having five years' service with the company.

The Company opposed the application before the Regional Board on the ground, among others, that it was premature in view of the negotiations to be held under a proposed agreement.

Subsequent to the decision, on November 6, 1944, the parties did enter into an agreement containing the following clauses:—

Article 5

A. Work week shall consist of 48 hours subject to any directive received from the Industry and Labour Board of Ontario or other government body.

B. Any time worked in excess of the regular working hours in any single week shall be paid for at the rate of time and one-half the regular wages. (This is subject to review by an order of the Regional War Labour Board.)

Article 12—

The Government Regulations respecting vacations shall apply.

There does not appear to be in the agreement any clause dealing directly with the shift bonus.

With respect to the matter of payment for overtime, the Company contends that its present schedule of 52½ hours for the day shift and 55 hours for the night shift had been fixed by directive of the Industry and

Labour Board for Ontario. Upon examination of section 5 of the Hours of Work and Vacations with Pay Act, 1944 (Ontario), it appears that all that that Board could do was to suspend for this employer the effect of section 2 of that Act limiting the hours of work in industrial undertakings to 48 in the week. There was no directive which could be said to affect the subsequent agreement of the parties establishing a work week of 48 hours. Clause 5, however, requires the approval of the war labour board because of the prohibition contained in section 18 of the Wartime Wages Control Order, 1943 (P.C. 9384).

The original request for overtime pay was taken by the Regional Board to be on a daily basis only, and for that reason was refused. It appears, however, that the Board would have allowed the application had it been construed to operate within the framework of a standard work-week of 48 hours. The wording of article 5 of the agreement subsequently signed would indicate that such was the intention of the parties and in order to save time for all concerned, instead of returning the matter to the Regional Board, we shall allow the appeal on this point and the general rules issued by the Ontario Board for guidance in administering the provision should apply in this case.

We are of opinion, however, that the Regional Board's decision in the matter both of shift bonus and of vacations with pay should not be disturbed. We do not think a case was made out to warrant a direction of payment of a night work premium, nor shall we depart from the provisions of D.B. 17 which are now in effect in this plant.

Findings and directions accordingly.

February 8, 1945.

Re: Maritime Steel and Foundries, Limited (New Glasgow, N.S.), and United Steelworkers of America, Local 3172

Reasons for Decision

(Oral Decision)

The Board has considered the application for leave to appeal in this case. We are all definitely and emphatically of the opinion that an agreement having been signed in circumstances such as prevailed in this case, and that the application having been submitted to the

Regional Board, with the definite stipulation that the directions of that Regional Board would constitute the provisions as to wage rates, then this Board is not going to be the instrument to revise the agreement or the terms of the agreement on appeal.

The leave to appeal is therefore refused.

February 1, 1945.

Re: Central Aircraft, Limited, and Canadian Aircraft Workers' Association, Local No. 2

Reasons for Decision

In this matter certain wage increases were authorized by the Regional War Labour Board of Ontario in its decision of December 31, 1943, to be effective from the 1st day of June, 1943. Subsequently on the 24th of August, 1944, the said Regional War Labour Board directed the said Company to make the increases effective from June 1, 1943.

It appears from the evidence that the agreement between the employer and employees which became effective June 1, 1943, indicated that the wage schedule would become effective when approved by the "Regional

War Labour Board and the Director-General, Labour Relations Branch, Department of Munitions and Supply". The application, however, for the approval of the Regional War Labour Board was not made until October 7, 1943, and no reason was submitted to us to indicate why, in the circumstances of this particular case, the effective date should be earlier than the date of application. This Board, therefore, varies the Finding and Direction of the Regional War Labour Board to the extent that the increases directed by that Board will be effective as and from October 7, 1943.

February 13, 1945.

Re: Victory Textiles, Inc. (Montreal, P.Q.)

Reasons for Decision

This is an appeal from the Quebec Regional Board who by decision dated December 28, 1944, refused to approve wage rates for two employees. The appellant, since June 30, 1944, is said to have become independent from Textile Converters, Inc. of which it had been a subsidiary. The application, although expressed to be for an increase in wage rates, should have been an application for the establishment of rates under section 20 (1) (c) (ii) of P.C. 9384. The Regional Board dealt with the request under section 20 (1) (a) of the Order and refused it in its entirety.

However, there is a preliminary question to be determined, and that is whether the remuneration of these employees is governed by the Wages Order (P.C. 9384 as amended) or by the Salaries Order (P.C. 9298 as

amended). The rates requested are in excess of \$250 per month and there is a presumption created by the proviso to section 17 of P.C. 9384, that they are above the rank of foreman or comparable rank and subject to the provisions of the Wartime Salaries Order. These employees are respectively vice-president and secretary of the Company-appellant and we do not think the presumption has been removed. Consequently the application must be dealt with by the Department of National Revenue under the provisions of the Salaries Order.

We shall dismiss the appeal, but it should be understood that we are not adopting the Regional Board's decision on the merits so that the application may go unprejudiced to the proper authorities.

February 12, 1945.

Re: National Aniline and Chemical Company, Limited (Toronto, Ont.)

Reasons for Decision

An appeal, by leave granted below, from a decision of the Ontario Regional Board dated November 16, 1944, refusing permission to increase wage rates paid to two employees, a salesman-chemist and an office manager. Both employees receive salaries in excess of \$250 per month, but on the evidence presented the Board finds that "the nature of their duties and responsibilities to other employees indicate clearly that they are not above the (rank of foreman or comparable rank)", and as a consequence they are governed by the Wartime Wages Control Order, P.C. 9384.

The basis of the Company's appeal is that both employees have assumed duties and responsibilities which on November 15, 1941,

were performed by other classifications receiving wage rates considerably higher than those now applied for. In the case of the chemist, he is devoting at least 50 per cent of his time to sales activities and the rate paid to salesmen employed on November 15, 1941, was much greater than the monthly rate of \$333.33 now sought, while the office manager is doing some of the Branch manager's work during the latter's absence on selling trips.

In these circumstances, the application can be taken as being under section 20 (1) (c) (ii) for the establishment of rates for new occupational classifications and, in our opinion, should be approved. Rather than return the matter to the Regional Board, we shall allow the appeal.

February 12, 1945.

Re: Houde, Laroche and Company, Limited, and Le Syndicat Catholique National du vêtement de Ste. Croix de Lotbinière, Inc.

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Quebec dated August 1, 1944, directing the Company "to increase all of its hourly and piece rates to yield 2½ cents per hour for male and female employees (office employees excepted)", and made effective from July 1, 1944.

The syndicate has asked for substantial increases in varying amounts but the Regional Board limited the increase to 2½ cents throughout and there is no cross-appeal.

Most of the employees are women and girls working at piece rates. Their average hourly earnings in 1944 were 26½ cents, while the average hourly earnings of the small number of men and boys was 38¼ cents. The appellant is engaged in the manufacture of work garments, which is naturally a low-wage industry. The evidence before us would indicate that the rates paid by this Company are not lower than those paid in two or three similar but smaller industries in the district.

However, in its consideration of this appeal the Board has in mind the decision in the case of The Continental Paper Products Limited (L.G., January, 1945, p. 30) where it said:—

In considering the appellant's argument it is necessary to keep in mind that the cases referred to were decided by means of the rule of comparability contained in section 25 of the then governing Order in Council (P.C. 5963), while the decision in this case was made under the "gross injustice and gross inequality" provision of section 20 (1) (a) of P.C. 9384. The present formula presents a severe condition, but in applying it a war labour board is not held necessarily to a test of comparison, either within an industry or within a section of an industry or even within a locality. It is evident from the Regional Board's finding and direction that in increasing the range of the rates here in question from 25-30 cents to 30-35½ cents, the Regional Board had come to the conclusion that this was a proper case for an application of the rule now in effect.

We are of the opinion that in the case now before us the decision of the Regional Board was properly made under the governing provision of the Order in Council.

The Company pleaded its inability to pay, but after examination of the evidence we are of opinion that the plea is not sufficiently established.

The appeal will, therefore, be dismissed and Finding and Direction will issue accordingly.

February 13, 1945.

Re: Canadian Vickers, Limited (Aircraft Division), Fairchild Aircraft, Limited, and Noorduynd Aviation, Limited, and Montreal Aircraft Lodge 712 of the International Association of Machinists

Reasons for Decision

This is an appeal by the Union from that part of the decision of the Regional War Labour Board for Quebec which refused the request of the Union for an increase in the minimum rates of all classifications of employees in these Companies. The application is dated the 14th day of July, 1944, and the decision of the Regional War Labour Board on the 16th day of August, 1944.

In the application, among other things, the Union sought increases in varying amounts for the minimum rates being paid to certain classifications of employees in these Companies. It should be noted that in substantially all of the classifications affected a range of rates had been established either by agreements between the parties or as the result of Findings and Directions of the Regional or National War Labour Board.

At the hearing of this appeal by the Regional War Labour Board, the Union endeavoured to establish that the said minimum rates were low as compared with

rates paid in the aircraft industries in other parts of Canada. The Company urged that inasmuch as less than 5 per cent of the employees in all classifications affected were paid the minimum rates of the proper classification in each case, and that because the average rate paid by them was higher than the average rate which was paid to similar classifications in other aircraft industries in Canada, no gross inequality or gross injustice had been shown. The number of employees receiving the minimum rates in each classification was admittedly small. The estimated number given by the employers was not disputed by the employees, and, while owing to the theoretical basis on which the average rate was estimated, we are not satisfied that the said Regional War Labour Board was entirely justified in the circumstances of this case in adopting the rate so estimated as an indication that no gross inequality or gross injustice existed, we are nevertheless of opinion that the mere fact that higher minimum wage rates exist in certain other

aircraft industries in Canada does not in itself constitute a gross inequality or gross injustice requiring rectification pursuant to P.C. 9384. On more than one occasion this Board has indicated that this Order does not of necessity require the equalization of wage rates in any particular industry. The purpose of the Order is the stabilization of wage rates. Therefore, although some criticism might be directed at the language used by the Regional

War Labour Board in reaching its conclusions, we are satisfied that the Regional War Labour Board gave careful consideration to all the facts submitted to it, and properly decided that the Union had not discharged the burden resting on it to show that the increase in the wage rates sought was necessary to rectify a gross inequality or gross injustice.

This appeal is, therefore, dismissed.

February 14, 1945.

Re: Algoma Steel Corporation, Limited and International Association of Machinists, Lodge 485

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Ontario, dated August 9, 1944, directing that the Company shall:—

- (a) pay a premium rate of time and a half for all hours worked on Sundays, and, where Sunday is part of the regular work week of an employee affected by this application, then the Board directs such premium rate on the seventh consecutive day. In addition, the Board has directed that your Company shall not require an employee to lay off on another day to offset overtime work performed on his assigned day off;
- (b) pay a premium rate of time and a half for work performed on the following Statutory Holidays: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day.

Where the nature of manufacturing processes requires maintenance of continuous operation it is reasonable that employees be given an assigned seventh day of rest during each weekly period and such assigned rest day should not be changed at the instance of the employer because the services of the employee may be required on his normal rest day to meet an emergency situation arising in the operation of the plant. This is a situation in which the premium overtime rate should be paid.

If any of the employees represented by this Union are required to work under conditions of continuous operation and a regularly assigned day of rest is provided on

any day of the week, other than Sunday, the premium rate should apply for work required to be performed by the employee on such assigned rest day. If these employees are not required to work under such conditions and their normal day of rest is Sunday, then if called upon to perform work on Sunday the premium rate should be paid.

To this extent the Finding and Direction of the Regional War Labour Board for Ontario is sustained.

The other point at issue is whether the employees represented by the respondent should receive pay at the punitive rate for work performed on three Statutory Holidays or six as directed by the Regional War Labour Board.

It has been the established practice of the Company to pay the punitive rate on three Statutory Holidays and this is likewise the practice of other companies in the industry. It does not seem reasonable that the employer should be required to establish for a minority group a working condition that does not apply to the majority of his force when the existing practice conforms to the prevailing practice in the industry. Therefore, the Finding and Direction of the Ontario Regional War Labour Board will be revised to provide for payment of the punitive rate for three Statutory Holidays, as applies to employees of the Company represented by Local 2251, United Steel Workers of America.

There will be Finding and Direction accordingly.

February 14, 1945.

Re: Citadel Brick, Limited (Boischatel, P.Q.) and Brick Workers' Federal Union No. 103

Reasons for Decision

This appeal is by the Union from a decision of the Quebec Regional Board dated October 13, 1944, whereby that Board refused to direct one week's vacation with pay for all employees and overtime at time and one-half for oven and kiln firemen after 60 hours. Leave to appeal was duly granted by the Regional Board.

Vacations with pay were authorized on August 16, 1944, but the ordering of them was later refused by the Regional Board because of a subsequent collective agreement between the Company and its employees and also on the plea of inability to pay the cost involved.

With respect to the first ground for the refusal, we find that that part of paragraph 15

of the agreement dated September 29, 1944, reading as follows:—

L'échelle des salaires qui existait lors de la signature des présentes restera en vigueur ainsi que les mêmes conditions de travail jusqu'à ce qu'il en ait été décidé autrement par l'autorité compétente,

contemplated that the Union would be free to seek an order from the competent authority for improved conditions of employment. In our opinion the agreement did not bar the Union's application nor the present appeal.

Upon a careful examination of the evidence presented by the Company to establish its plea of inability to pay, we come to the conclusion that it would be able to absorb in its current operations the cost of the Union's requests without having to seek an authorization from the Wartime Prices and Trade Board to increase the price of its product.

Having thus disposed of the grounds upon which the Regional Board's decision was rendered, we feel free to exercise the discretion conferred by the last paragraph of section 20 (1) (c) of P.C. 9384 as though the case were before us in first instance.

The improved working conditions sought by the employees in this case are quite fair and reasonable, and we think that the Company should be directed to put them into effect. The result of improved working conditions, given a proper spirit of labour-management co-operation, are sometimes surprising from the point of view of increased productivity and consequent employer earnings.

Vacations with pay will be governed by the provisions of D.B. 17 and the firemen's overtime pay will be effective from the date of the Regional Board's decision.

The appeal is allowed.

February 20, 1945.

Re: Small Arms, Limited (Long Branch, Ont.) and Local 519, United Electrical, Radio and Machine Workers of America

Reasons for Decision

This is an application by the Union for an increase in wage rates for certain classifications in one department of small Arms Limited. The Company (a Crown Company) has been in operation since 1941.

Sanders in this department are paid a basic rate of 75 cents per hour, plus an incentive bonus. The rate for the classifications covered by the application is 70 cents per hour, except for jointers, whose rate is 65 cents per hour in each case, plus the incentive bonus, which appears to be substantial. The purpose of the application is to bring the rate of the other classifications up to 75 cents so as to be on the same basis as the sanders, it being alleged that the nature and hazard of the

work and the skill required are equal to that of the sanders.

The evidence submitted by the Union to support its case as to the skill required and the hazard involved, relative to that of sanders, is denied by the Company. From the nature of the operations and on the whole evidence we are satisfied that the differentials presently existing seem to be proper. Moreover, it would appear that to grant the application would seriously affect the wage schedule worked out over a number of years, not only in this department but throughout the plant.

We are of the opinion that the Union has not established any gross inequality or gross injustice. The application will, therefore, be dismissed and Finding and Direction will issue accordingly.

February 23, 1945.

Industrial Disputes and Conciliation

Introduction

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

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

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

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

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

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

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for five days during the month of February. During the month the Board received fourteen applications, held eight hearings, issued twenty-four certificates designating bargaining representatives, rejected two applications, allowed withdrawal of one application, ordered seven representation votes, five of which will be reported under "Certificates Issued" in the next issue, and gave decisions in six appeal cases.

At the end of the month a number of applications for certification were before the Board during its sittings on February 27 and 28, but certificates were not issued before the end of the month. They will be reported in the April issue of the *LABOUR GAZETTE*.

Certifications Issued

(1) *Western Canada Firebosses Association, No. 1 (T. & L. C.) and Crows Nest Pass Coal*

Company Limited, Fernie, Michel, Cold Creek and Elk River, B.C.; International Coal and Coke Company Limited, Coleman, Alberta; Western Canadian Collieries Limited, Blairmore, Bellevue and Byron Creek, Alberta; and Hillcrest Mohawk Collieries Limited, Bellevue, Alberta, (L.G. Aug. 1944, p. 968). Following a public hearing and an investigation of the application by an Officer of the Board, the Local Union and Messrs W. Patterson, J. McIsaac, A. Grant and J. T. Griffith were certified as bargaining representatives for the Firebosses employed by the employing Companies.

(2) *National Union of Firebosses, Local No. 1 (C.C.L.) and sixteen coal mining Companies in the Drumheller district and represented by the Drumheller Coal Operators Association, Drumheller, Alberta (L.G., Nov. 1944, p. 1338).* The Union and Messrs. James Conroy, John Young, Wm. B. Henry, Andrew Black, Jr., and

Frank Case were certified as bargaining representatives for the Firebosses employed by sixteen coal mining Companies in the Drumheller district and represented by the Drumheller Coal Operators Association, Drumheller, Alberta. Certification followed a public hearing and an investigation of the application by an Officer of the Board.

(3) *Brotherhood of Railroad Trainmen and Canadian National Railways and the Canadian Pacific Railway Co., Montreal, P.Q.* (L.G., Aug. 1944, p. 967). In this case representatives of the applicant Union and the Order of Railway Conductors, as intervener, appeared before the Board following which a vote was ordered by the Board of all regularly assigned conductors, those regularly assigned to conductor's spare Board as of April 5, 1944, and part time conductors who during the period April, 1943, to April, 1944, worked a preponderance of their time as conductors, in the employment of the two Companies. The applicant Union obtained the support of a majority of the eligible employees on the Eastern Lines of the Canadian Pacific Railway Company but failed to do so on the Western Lines of the Canadian Pacific Railway and on the Canadian National Railways system. The Board certified the applicant Union and Messrs. J. J. Hendrick, W. P. Kennedy, A. J. Kelly, and D. H. Gemmell as bargaining representatives for the road train conductors of the Eastern Lines of the Canadian Pacific Railway Company.

(4) *Deepsea and Inlandboatmen's Union of the Pacific, B.C. Division, (C.C.L.) and Park Steamships Limited, Vancouver, B.C.* The Union and Messrs. J. M. Fox and J. M. Smith were certified as bargaining representatives employed in the steward's, deck and engine room departments of dry cargo vessels of the Park Steamship Company Limited operated from the Pacific Coast. Certification followed an investigation of the application by an Officer of the Board and a representation vote in which the applicant Union obtained the support of a majority of the eligible employees.

(5) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company (B.C. Lake and River Service, Kootenay, Arrow and Slochan Lakes), Nelson, B.C.* (L.G., Dec., 1944, p. 1481). Following a representation vote in which the applicant Union secured the votes of a majority of the eligible employees, the Board certified the Union and Messrs. J. L. Pateman and A. Mose as bargaining representatives for the unlicensed personnel employed by the Canadian Pacific Railway Company (B.C. Lake and River Service, Kootenay, Arrow and Slochan Lakes),

Nelson, B.C. Certificated personnel and the purser were excluded from the bargaining unit.

(6) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Niagara, St. Catharines and Toronto Railway, Toronto, Ontario, (L.G., Dec., 1944, p. 1482).* The Union and Messrs. F. H. Hall and J. J. Ratcliffe were certified as bargaining representatives for employees of the Niagara, St. Catharines and Toronto Railway engaged as clerical, stenographic and switchboard employees in the office of the superintendent at St. Catharines (but excluding the Chief Clerk, accountant and superintendent's stenographer); the draughtsman and instrument man and the clerk-timekeeper in the office of the supervisor of Way and Power at St. Catharines; chief clerk, cashier, clerical employees and car checkers and watchmen in the freight office at St. Catharines; the chief clerk and clerical employees in the yard office, at St. Catharines; the clerk and timekeeper, clerical employees and night watchman in the car shops at St. Catharines; the chief clerk, clerical and stenographic employees, storemen and labourers in the Stores Department at St. Catharines; the timekeeper, ticket agent, ticket clerk, baggageman, groundskeeper and fireman, and the janitrix of the station at St. Catharines; the agent and ticket clerk at Thorold; agents at Fonthill and Welland; the agent, ticket clerk and clerk at Niagara Falls, Ontario; the summer agent, summer clerk and the winter agent at Port Dalhousie. Certification followed a public hearing and an investigation of the application by an Officer of the Board.

(7) *The Plant Employees Association of the Bell Telephone Company of Canada and the Bell Telephone Company of Canada, Montreal, P.Q.* (L.G., Dec., 1944, p. 1482.) Following a public hearing and an investigation of the application by an officer of the Board, the Board certified the Plant Employees Association of the Bell Telephone Company of Canada and Messrs. P. Leo Dolan, John H. Bowcott, Charles P. Barker, James O'D Armour, Andrew W. Sim and Selwyn Wilson as bargaining representatives for the employees of the Plant Department of the Eastern and Western Areas of the Bell Telephone Company of Canada doing skilled or unskilled manual, clerical or technical work. Foremen, supervisors, payroll and personnel clerks, senior plant clerks having access to personnel records, statistical clerks having access to confidential statistical records, and any engineer's assistants who are professional engineers were excluded from the bargaining unit.

(8) *Hotel and Restaurant Employees International Alliance and Bartenders International*

League of America, Local 884 and Whitehorse Inn, Whitehorse, Y.T. (L.G., Dec., 1944, p. 1482.) The union and Misses Pearl Chan and Audrey Collins and Messrs. Albert Ames, S. P. Taylor and G. P. Belanger were certified by the Board as bargaining representatives for the waitresses and counter girls, excluding the Head Waitress employed by the Whitehorse Inn, Whitehorse, Y.T. Certification followed an investigation of the application by an officer of the Board.

(9) *Hotel and Restaurant Employees International Alliance and Bartenders International League of America, Local 884, and the Whitehorse Social and Athletic Club Cafe, Whitehorse, Y.T.* (L.G., Dec., 1944, p. 1482.) Following an investigation of the application by an officer of the Board, the Board certified the union and Misses Pearl Chan and Audrey Collins and Messrs. Albert Ames, S. P. Taylor and George P. Belanger as bargaining representatives for the waitresses employed by the Whitehorse Social and Athletic Club Cafe, Whitehorse, Y.T.

(10) *Hotel and Restaurant Employees International Alliance and Bartenders International League of America, Local 884 and the Whitehorse Grill Limited, Whitehorse, Y.T.* (L.G., Dec., 1944, p. 1482.) The Union and Misses Pearl Chan and Audrey Collins and Messrs. Albert Ames, S. P. Taylor and George P. Belanger were certified by the Board as bargaining representatives for the waitresses and counter girls employed by the Whitehorse Grill Limited, Whitehorse, Y.T. Certification followed an investigation of the application by an officer of the Board.

(11) *International Brotherhood of Electrical Workers, Local 348 and the Alberta Nitrogen Products Limited, Calgary, Alberta.* (L.G., Jan., 1945, p. 35.) Following an investigation of the application by an officer of the Board, the Board certified the union and Mr. A. Park as bargaining representatives for the electricians and helpers employed by the Alberta Nitrogen Products Limited, Calgary, Alberta.

(12) *The British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America and the Municipality of North Vancouver (Ferry Service) North Vancouver, B.C.,* (L.G., Jan., 1945, p. 36). Following an examination of the Union's membership records by an Officer of the Board, the Board certified the Union and Messrs. H. Murphy, J. Scotland, E. Markey, D. Joyce, S. Weir and R. M. Deeley as bargaining representatives for the unlicensed personnel in the deck and engine room departments of the Corporation of the city of North

Vancouver (Ferry Service), North Vancouver, B.C.

(13) *The National Union of Coal Dock Workers, Local No. 1, (C.C.L.) and Century Coal Company, Midland, Ontario,* (L.G., Jan., 1945, p. 36). The Union and Messrs. Wm. Girard, H. J. Bissette, T. R. MacLachlan were certified as bargaining representatives of the Midland Coal Dock Employees of the Century Coal Company, Midland, Ontario. Foremen and office staff were excluded from the bargaining unit. Certification followed an investigation of the application by an Officer of the Board.

(14) *Federal Labour Union, Local No. 23736 (A.F. of L.) and Goderich Elevator and Transit Company Limited, Goderich, Ontario,* (L.G., Feb., 1945, p. 154). Following an investigation of the application by an Officer of the Board, the Board certified the Union and Messrs. Harry Witmer, Thomas Chambers, Charles McCabe and Geoffrey Peachie as bargaining representatives for the employees of the Goderich Elevator and Transit Co., Limited, Goderich, Ontario. The office staff and licensed engineers were excluded from the bargaining unit.

(15) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Capital Division 270, and Canadian National Railways (Chateau Laurier Hotel), Ottawa, Ontario,* (L.G., Feb., 1945, p. 154). The Union and Messrs. A. R. Mosher, J. E. McGuire, J. A. Querido, Sylvio Lalonde, J. C. Lambe, and Aurele Seguin were certified as bargaining representatives for the employees of the Chateau Laurier, Canadian National Railways, Ottawa, Ontario. Excluded from the bargaining unit were the manager, manager's secretary, employees in the Accounting Department and barber shop, and chief engineer, carpenters, head chef, head bellman, head waiter in the Grill Room Department, catering manager, private service supervisor and banquet master in the private service department, head waiter in the Main Dining Room, chief steward, manageress of the cafeteria department, head housekeeper and first assistant housekeeper, laundry superintendent, superintendent of the swimming pool and turkish bath department, office manager, two assistant managers in charge of credit, night manager and house officer, beverage room manager, head porter, telephone supervisor, plumbers, associate chef, sous-chef, head night chef, cafeteria chef, associate head steward, kitchen food checkers, relief food checker, cafeteria food checkers, assistant cafeteria manager, head houseman, bell captains, head valet and timekeeper-watchman.

Certification followed a public hearing and an investigation of the application by an Officer of the Board.

(16) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 274, and Canadian Pacific Railway Company (Hotel Saskatchewan), Regina, Sask., (L.G., Jan., 1945, p. 36).* Following a public hearing and investigation of the application by an Officer of the Board, the Board certified the Union and Mrs. V. E. McArter, Miss D. M. O'Byrne and Messrs. D. Dalgetty, E. G. Larson and S. F. Corless as bargaining representatives for the employees of the Hotel Saskatchewan. Canadian Pacific Railway Company, Regina, Sask. Excluded from the bargaining unit were the manager, assistant manager, chief steward, chief engineer, head waiter (Maitre d'Hotel), head housekeeper, laundry superintendent, accountant, chief clerk, house officers, chef, manager's private secretary, coffee shop manager, head porter, head bellman, head telephone operator, head elevator operator, head barman, assistant accountant, accountant's clerks, accountant's stenographer, receiving clerk and steward's clerk, timekeeper and steward's stenographer, night auditor and room clerk, assistant night auditor, relief clerk, assistant steward, kitchen steward, food controller, assistant chef, assistant head waiter, coffee shop cashier, and food checkers.

(17) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Garry Division No. 272, and Canadian National Railways (Fort Garry Hotel) Winnipeg, Man., (L.G., Dec., 1944, p. 1482).* Following a public hearing and an investigation of the application by an Officer of the Board, the Board certified the Union and Messrs. H. A. Chappell, Samuel G. Hutton and Miss Edna Goss as bargaining representatives for the employees of the Fort Garry Hotel, Canadian National Railways, Winnipeg, Man. Excluded from the bargaining unit were the manager, assistant manager, chief steward, head waiter, (superintendent of service), housekeeper, laundry superintendent, accountant manager's secretary, chief engineer, head chef, head bellman, head porter, head barber, house officer, employees of engineers' Department for whom bargaining representatives were certified on October 26, 1944, chief cashier, clerk-stenographer, food checkers, relief food checker and timekeeper-watchmen.

(18) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Triumph Division No. 49, and Canadian National Railways (Prince Edward Hotel), Brandon, Manitoba, (L.G., Jan., 1945, p. 36).* The Union and Messrs. H. A. Chappell, Thomas Town and Stanley German were certified as bargaining

representatives for the employees of the Prince Edward Hotel, Canadian National Railways, Brandon, Manitoba. Excluded from the bargaining unit were the manager, assistant manager, chief steward, head waiter, accountant, housekeeper, the clerk-stenographer acting as secretary to the manager, head porter, head chef and house officer.

Certification followed a public hearing and an investigation of the application by an Officer of the Board.

(19) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Lakehead Division No. 32, and Canadian National Railways (Prince Arthur Hotel), Port Arthur, Ontario (L.G., Dec., 1944, p. 1482).* Following a public hearing and an investigation of the application by an Officer of the Board, the Board certified the Union and Messrs. H. A. Chappell, Thos. Cecil Lambert and John Peter McFarlane as bargaining representatives for the employees of the Prince Arthur Hotel, Canadian National Railways, Port Arthur, Ontario. Excluded from the bargaining unit were the manager, chief steward, chef, housekeeper, head waitress, accountant, the clerk-stenographer acting as the manager's private secretary, laundry superintendent, employees on the mechanical staff and employees engaged in the beer parlour.

(20) *International Brotherhood of Blacksmiths, Dropforgers and Helpers, Sunshine Local No. 520, and Canadian Pacific Railway Co. (B.C. Coast Steamship Service, Maintenance Department), Victoria, B.C., (L.G., Dec., 1944, p. 1482).* The Union and Messrs. Albert Young, George Hardy, Thomas Hammond, and J. T. Galloway were certified as bargaining representatives for the employees of the Maintenance Department of the Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Victoria, B.C. Foremen were excluded from the bargaining unit. Certification followed an investigation of the application by an officer of the Board.

(21) *Deepsea and Inlandboatmen's Union, Pacific Coast District, Canadian Seamen's Union and the Union Oil Company of Canada Limited (M.V. Unacana), Vancouver, B.C., (L.G., Jan., 1945, p. 36).* Following a representation vote in which the applicant union obtained the support of a majority of the eligible employees, the union and Messrs. J. M. Smith, George Bogard and Harry Sipes were certified as bargaining representatives for the unlicensed personnel of the steward's, engine room and deck departments of the M.V. *Unacana* owned and operated by the Union Oil Company of Canada Limited, Vancouver, B.C.

(22) *Canadian Navigators Federation, St. Lawrence Division, and Branch Lines Limited, Sorel, P.Q.*, (L.G., Oct., 1945, p. 1221). The Federation and Messrs. Cyriac Gauthier and Joseph E. Ouellette were certified as bargaining representatives for the employees designated as first and second officers of Branch Lines Limited, Sorel, P.Q. Certification followed an investigation of the application by an officer of the Board.

(23) *The International Longshoremen's and Warehousemen's Union, Local 501, and Great Northern Railway Company, Vancouver, B.C.* (L.G., Jan., 1945, p. 36). Following an investigation of the application by an Officer of the Board, the Board certified the Union and Messrs. Joseph Boyes, and Austin G. Smith as the bargaining representatives for the employees of the Great Northern Railway Company, employed at its dock, at the foot of Campbell Avenue, Vancouver, B.C., in the capacity of crane drivers, lift jitney drivers, truckers, car loaders, car bracers, dock equipment maintenance men, conditioners, and car cleaners, locker men, scow men and slingmen. Excluded from the bargaining unit were longshoremen, scow men and slingmen employed in the loading and unloading of coastwise vessels, scows or barges operated by members of the Shipping Federation of B.C. and also clerical and office employees, foremen and checkers.

(24) *The International Longshoremen's and Warehousemen's Union, Local 501, and Various Shipping Companies represented by the Shipping Federation of B.C., Vancouver, B.C.*, (L.G., Dec., 1944, p. 1482). Messrs. Rosco Craycraft, Steve Glunas, Austin Smith, Joseph Boyes, Peter Hughes, J. A. Taylor, W. H. Chawner, J. R. Burgess, S. R. MacKenzie, Tim Moody, D. Jacobson, Edward Upton, Frank Baker, Joe Jerome, Al Bates and Morris Smith of Local 501, International Longshoremen's and Warehousemen's Union were certified as the properly chosen bargaining representatives of the deepsea longshoremen employed on behalf of various shipping companies by the Shipping Federation of B.C., Vancouver, B.C., unloading and handling cargoes to and from deepsea vessels in the Vancouver area. Certification followed a public hearing and an investigation of the application by an Officer of the Board.

Applications for Certification Rejected

1. *British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America and Park Steamship Company Limited* (L.G., Jan., 1945, p. 36). Following a representation vote ordered by the Board in which the applicant

union was not supported by a majority of the eligible employees, the Board rejected the application for certification of bargaining representatives.

2. *Mercantile Marine Officers' Guild of Canada and Keystone Transports Limited, Montreal, P.Q.* (L.G., Jan., 1945, p. 35). Following an investigation of the application by an officer of the Board, the Board rejected the application for the reason that it was not shown that the bargaining representatives named in the application had been regularly elected or appointed by the Guild.

Application for Certification Withdrawn

Canadian Brotherhood of Railway Employees and Other Transport Workers, Clerical Div. No. 137 and Canadian National Railways (Regional Treasurer's Office) Moncton, N.B. (see this issue, p. 290.) On the request of the General Chairman of the Canadian Brotherhood of Railway Employees and Other Transport Workers, the application for certification of bargaining representatives was withdrawn since the parties had agreed to negotiate without formal certification by the Board.

Representation Votes Ordered

1. *The British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America and British Columbia Cement Company, Limited*, (L.G., Feb., 1945, p. 154). The eligible voters are the unlicensed personnel in deck, engine room and steward's departments on M.V. *Island King* of the B.C. Cement Company, Limited, Victoria, B.C.

2. *The British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America and B.C. Packers Limited, Vancouver, B.C.* (L.G., Feb., 1945, p. 154). The eligible voters are the unlicensed personnel in deck, engine room and steward's departments on the vessels *Teco* and *P.W.* of the B.C. Packers Limited, Vancouver, B.C.

Applications for Certification under Investigation

(1) Brotherhood of Sleeping Car Porters on behalf of sleeping car porters on all types of sleeping cars and parlour cars of the Canadian Pacific Railway Co., Montreal, P.Q.

(2) Canadian Air Line Pilots' Association on behalf of all pilots in the employ of Trans-Canada Air Lines, Winnipeg, Man.

(3) Brotherhood of Railroad Trainmen on behalf of road train conductors employed on

the Canada Division (Michigan Central Railroad), New York Central Railroad Company, St. Thomas, Ontario.

(4) Brotherhood of Railroad Trainmen on behalf of road train conductors employed on the Buffalo Division of the Wabash Railroad Company (Lines east of Detroit), St. Thomas, Ontario.

(5) Brotherhood of Railroad Trainmen on behalf of road train conductors employed on the Canadian Division of the Pere Marquette Railway, St. Thomas, Ontario.

(6) Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of the clerical staff in the offices of the Canadian National Railways, Moncton, N.B.

(7) Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America on behalf of certain employees of the Nova Scotian Hotel, Canadian National Railways, Halifax, N.S.

(8) Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of certain employees of the Palliser Hotel, Canadian Pacific Railway Company, Calgary, Alta.

(9) Canadian Brotherhood of Railway Employees and Other Transport Workers, Local Division 192 on behalf of all employees except superintendent, chief clerk, office staff and watchman of the Montreal Stock Yards, Canadian National Railways, Montreal, P.Q.

(10) International Longshoremen's and Warehousemen's Union, Local 503 on behalf of all longshoremen employed in the loading or unloading of cargo on vessels of the Empire Stevedoring Company at the port of Port Alberni, B.C.

(11) International Longshoremen's and Warehousemen's Union, Local 503 on behalf of all longshoremen employed in the loading or unloading of cargo on vessels of the Canadian Stevedoring Company, Vancouver, B.C., at the port of Port Alberni, B.C.

(12) Canadian Seamen's Union, Pacific Coast District, on behalf of the unlicensed employ-

ees in deck, engine room and steward's department on vessels of the Straits Towing and Salvage Company, Ltd., operating from Pacific Coast ports.

(13) Brotherhood of Railroad Trainmen on behalf of road train conductors employed by the Esquimalt and Nanaimo Railway, Victoria, B.C.

(14) Sentinel Steam Plant Workers' Union, on behalf of certain employees of the East Kootenay Power Company, Limited (steam turbine generator plant), Sentinel, B.C.

Decisions of Board in Appeal Cases

The Board issued Reasons for Judgment in the following cases:

International Union of Mine, Mill and Smelter Workers, Local 240, and Wright-Hargreaves Mines, Limited (Kirkland Lake), and Sylvanite Gold Mines, Limited (Kirkland Lake), respondents, and Independent Canadian Mine Workers' Union and Sylvanite Employees' Association, Interveners.

Western Canada Firebosses Association, District No. 1, applicant, and Crow's Nest Pass Coal Company, Fernie, B.C., International Coal and Coke Company, McGillivray Creek Coal and Coke Company, Limited, of Coleman, Alta., Western Canadian Collieries, Blaimore and Bellevue, Alta., Hillcrest-Mohawk Collieries, Bellevue, Alta., respondents, and between National Union of Firebosses, Local No. 1, applicant, and Brilliant Coal Company and fifteen other Coal Operators, members of Drumheller Coal Operators' Association, respondents.

Local 195 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, respondent, and Canadian Automotive Trim Limited, appellant.

Local 195 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, respondent, and Chrysler Corporation of Canada, Limited, appellant.

The text of the Board's Reasons for Judgment in the various cases appears below.

Between: International Union of Mine, Mill and Smelter Workers, Local 240, petitioner, and Wright-Hargreaves Mines, Limited, (Kirkland Lake), and Syvanite Gold Mines, Limited, (Kirkland Lake), respondents, and Independent Canadian Mine Workers' Union, and Sylvanite Employees' Association, interveners.

The Board consisted of the Chairman and all other members of the Board except the Vice-Chairman.

Reasons for Judgment

These are two appeals which were argued at the same time because they involve the

same issue. The Ontario Labour Relations Board directed a "run-off" vote of the employees of the respondent Companies and the appeals are taken from the direction of the Ontario Board in each case.

The Union elected or appointed bargaining representatives for the employees of Wright-

Hargreaves Mines on May 14, 1944, and applied to the Ontario Board to certify them on May 16, 1944. The Board heard the application on October 3, 1944, and on November 15, 1944, directed a vote of the employees in an effort to satisfy itself that the Union acted with the authority of the majority of the employees affected in electing or appointing bargaining representatives. The Ontario Board settled the ballot in the following form:—

Mark X Opposite Your Choice

In your dealings with Wright-Hargreaves Mines, Limited, do you desire to be represented for collective bargaining purposes by

International Union of Mine, Mill and Smelter Workers, Local 240?

Independent Canadian Mine Workers' Union?

The vote was held on August 15, 1944, and resulted as follows:—

International Union of Mine, Mill and Smelter Workers, Local 240	185
Independent Canadian Mine Workers' Union	161
Majority for International Union	24
Eligible votes	396

In the result, the International Union did not obtain a majority of those entitled to vote.

In the Sylvanite Gold Mines Limited, the Ontario Board settled the ballot in the following form:—

Mark X Opposite Your Choice

In your dealings with Sylvanite Gold Mines Limited, do you desire to be represented for collective bargaining purposes by

International Union of Mine, Mill and Smelter Workers, Local 240?

Sylvanite Employees Association?

The vote was held on August 15, 1944, and resulted as follows:—

International Union of Mine, Mill and Smelter Workers, Local 240	103
Sylvanite Employees' Association	92
Majority for International Union	11
Eligible votes	232

It will be noted that, here again, the International Union failed to get a majority of those entitled to vote.

The result of the vote did not satisfy the Ontario Board and as a result of a further application by the petitioners the Ontario Board, on November 15, 1944, directed a new vote of the employees affected and directed that voters should be asked to indicate whether or not they wished to bargain collectively with the respondent Companies through the petitioners, that is to say, the names of the Interveners were directed to be omitted from the new ballots.

The Ontario Board held that in view of the decision of this Board it could not, on the basis of the vote of August 15, 1944, certify the bargaining representatives designated

either by the petitioner or the intervener but, on the other hand, if it were to dismiss both petitions, it would be ignoring the highly significant fact that between 85 per cent and 88 per cent of the employees affected expressed a desire to bargain collectively with the employer and when confronted with the choice between two trade unions some voters expressed a preference for one and some for the other. The Ontario Board felt that it would be improper to assume that each voter was so committed to the union for which he voted that he would rather forego the privilege of collective bargaining than bargain through the other union.

In our opinion the proper purpose of the vote is not to ascertain whether each employee is so committed to the union of his choice that he would rather forego the privilege of collective bargaining than bargain through the other union. The purpose of the vote is set out in sections 7 and 5 of the Regulations—namely “the Board shall . . . satisfy itself . . . in the case of a trade union, that the trade union acted with the authority of the majority of the employees affected as prescribed by sub-section 2 of section 5” namely whether “the majority of the employees affected are members of *one trade union.*” “An employee shall be deemed to be a member of the trade union if he has in writing requested the trade union to elect or appoint bargaining representatives on his behalf”. The votes already taken show that the employees affected in each case are divided almost equally between the two unions and bargaining representatives cannot be certified unless and until a majority of the employees affected decide to join one union or the other or until the two unions join in electing bargaining representatives as provided by section 5 (5). The proposed run-off vote cannot prove that a majority of the employees affected are members of one trade union because the evidence establishes that is not the fact.

We allow the appeal, set aside the direction for a second vote, and reject the applications in each case.

We believe that future difficulties may be obviated if we set down shortly the procedure which it is proposed should be followed in dealing with applications by unions subject, of course, to any necessary modifications from time to time.

(1) Upon receipt of the application an investigating officer of the Board will examine the membership records of the applicant union and of any other union interested in the application. He will check the membership records with the Company's payroll, comparing the signatures in the union records with the

signatures in the employer's records, if necessary, and report to the Board.

(2) Unless the Board is prima facie satisfied that a majority of the employees affected are members of the applicant union, the Board will reject the application.

(3) If the Board finds that a substantial majority of the employees affected are regular members of the applicant union—that is, if they have joined in the regular way and have paid dues—the Board may certify bargaining representatives without directing any vote.

(4) If the Board finds that the majority of the employees affected who belong to the applicant union is not substantial or that an important section of the alleged majority consists of employees who are not regular members but who have signed requests for the applicant union to elect or appoint bargaining representatives on their behalf, the Board will in most cases, on the application of the employer, direct a vote.

(5) The Board will not include in the ballot the name of any intervening or competing union unless the Board is also prima facie satisfied that a majority of the employees affected are members of the competing or

intervening union. This will rarely happen and it can only happen if some of the employees affected belong to or sign authorizations for more than one union so that they may be deemed to be members of two or more unions.

(6) If the applicant union fails to secure a majority vote of the employees affected, this will leave it open for another organization to apply and seek a new vote on its application.

(7) When this procedure has been followed and an application is rejected, a new application by the same union should not be entertained until a period of at least six months has elapsed.

(Sgd.) G. B. O'CONNOR,
Chairman.

A. J. Slaght, Esq., K.C., and W. S. Walton, Esq., appeared for the Respondents; Bruce Williams, Esq., K.C., for the intervener, Independent Canadian Mine Workers Union; Mr. J. J. Robinette, for the intervener, Sylvanite Employees' Assn.; and Mr. J. L. Cohen, K.C., for the Petitioner.

February 28, 1945.

Between: Western Canada Firebosses Association, District No. 1, Applicant, and Crow's Nest Pass Coal Co., Fernie, B.C., International Coal and Coke Company, McGillivray Creek Coal & Coke Co., Ltd., of Coleman, Alta., Western Canadian Collieries, Blairmore and Bellevue, Alta., Hillcrest-Mohawk Collieries, Bellevue, Alta., respondents, and between National Union of Firebosses, Local No. 1, applicant, and Brilliant Coal Company and fifteen other Coal Operators, members of Drumheller Coal Operators' Association, respondents.

The Board consisted of Chairman O'Connor and Members Deschamps, Harmegnies, Hills, Molineux, Mosher and Taylor.

Reasons for Judgment

These are two applications for certification of bargaining representatives for 174 firebosses employed by the respondents who contend that certification should not be granted because firebosses are supervisory or confidential employees.

Firebosses or examiners have no authority to employ but they may "send a man home" and report to the mine manager who may dismiss the employee. They have statutory duties to secure the safety of the mines.

The Alberta Coal-mines Regulation Act (Ch. 7, 1930, Alberta) section 2 (*h*) defines "examiner" as follows:—

2. (*h*) "Examiner" means a competent person appointed to inspect the working places in a mine, the roadways and approaches thereto and other accessible parts of the mine and includes a fireboss;

Part V of the Statute provides for the appointment and qualification of managers, overmen and examiners or firebosses, and section 37 (4) provides:—

37. (4) The examiner shall not perform any other duties or work in a mine in addition to performing his duties as an examiner, if such other duties or work interfere with the due performance of the duties imposed upon him by this Act.

Further provision is made, by section 66 (3) that the mine inspector will, if necessary, settle any dispute as to whether other duties assigned to the examiner interfere with the due performance of duties imposed upon him under the Act.

In the result, the fireboss has a primary duty to safeguard the lives of coal miners and a secondary duty to his employer to perform any other duties which will not interfere with his duties as examiner. In practice the employer naturally endeavors to get the fireboss to perform as many other duties as possible. The fireboss may be called upon to report on the ability of a miner.

The applicant unions are chartered by the Trades and Labour Congress of Canada and the Canadian Congress of Labour respectively. This is in accordance with the British practice under which the Coal Mine Deputies, who correspond to firebosses, are organized as the Federation of Deputies Association which is affiliated with the British Trades Union Congress. Previously the firebosses in Alberta and British Columbia were not organized and they suffered the disadvantages of all employees who do not have the benefit of collective bargaining. Their rates of pay, working conditions and, indeed, their continued employment, were dependent solely on their ability to please and satisfy their employers.

The Commissioner appointed to conduct an inquiry into a disaster whereby 29 men lost their lives on October 31, 1941, in a coal mine known as No. 3 mine, owned and operated by Brazeau Collieries Limited at Nordegg, Alberta, reported that the cause of the disaster was an explosion resulting from a shot fired by a fireboss who neglected to make the necessary inspection before firing and that it was the general practice of the firebosses to fire shots without inspecting for gas.

In interpreting the Regulations, we must not lose sight of the purpose and object of them. There is no magic in certification of bargaining representatives. There is nothing in the Regulations to prevent the organization of firebosses in a union or to prevent such union from entering into an agreement with an employer. If firebosses are employees within the Regulations, they may not strike until 14 days after a conciliation board reports to the Minister of Labour for Canada that an attempt has been made to effect an agreement between the employer and the employees in question and the parties have failed to reach an agreement. On the other hand, if firebosses are not employees within the Regulations, then they may strike without any preliminary negotiation or conciliation.

The material provision in the Wartime Labour Relations Regulations, P.C. 1003, section 2 (1) (f) is as follows:—

2. (1) (f) "employee" means a person employed by an employer to do skilled or unskilled manual, clerical or technical work; but does not include

- (i) a person employed in a confidential capacity or having authority to employ or discharge employees; or
- (ii) a person employed in domestic service, agriculture, horticulture, hunting or trapping;

In addition to the definition of "employee" in the Regulations, section 25 gives the Board

final jurisdiction to determine whether "the unit of employees appropriate for collective bargaining is the employer unit, craft unit, plant unit, or a subdivision thereof". Section 25 does not authorize the Board to deny collective bargaining entirely. The definition of "employee" in section 2 (1) (f) may, of course, exclude the applicants.

It is contended that a fireboss is not employed to do skilled or unskilled manual, clerical or technical work. His statutory duties are set out in the Alberta Mines Act and the British Columbia Mines Act which make a clear distinction between the supervisory duties of managers, overmen, assistant overmen, cager, outside foreman, driver-boss, and banksman, on the one hand; and the duties of the examiner or fireboss, the shot-lighter, and the lampman, on the other hand, which are not supervisory.

The next contention is that a fireboss who can "send a man home" and recommend his dismissal has authority to discharge employees. Affidavits were filed by counsel for the Drumheller Coal Operators' Association to show the authority of a fireboss to discharge but, in most instances, the fireboss had merely sent the man home and reported to the mine manager who had either discharged or reinstated the employee. This shows that the fireboss had no authority to discharge.

The last contention is that a fireboss is employed in a confidential capacity. The National Labour Relations Board, U.S.A., in the matter of Creamery Package Manufacturing Company and S.W.O.C. 34 N.L.R.B. No. 15, defined confidential employees as those having confidential information as to labour relations. There is no evidence that firebosses have any such information.

In *United Automobile, Aircraft and Agricultural Implement Workers of America, Local 240 v. Ford Motor Company of Canada Limited*, (1944) O.W.R. 86, Registrar (J. Finkleman, Esq.) interprets the word "confidential" and said (p. 88): "In view of these considerations, it would appear that persons acting on behalf of their employer in a confidential capacity have been excluded from the benefits of the Ontario Collective Bargaining Act because they are under the special guidance and care of, and have an intimate relation with, management. Consequently, any test which might be applied in determining the eligibility of a person acting on behalf of an employer in a confidential capacity must take account of this circumstance". Applying this test, we do not find that firebosses are under the special guidance and care of, or have an intimate relation with, management.

As the applicants have complied with the Regulations, the applications should be granted and the bargaining representative should be certified.

G. B. O'CONNOR,
Chairman.

A. R. MOSHER
FRED MOLINEUX
RENE HARMEGNIES

Ottawa, February 1, 1945.

Dissenting Opinion

The dissenting opinion is written by Harry Taylor and concurred in by A. Deschamps and A. J. Hills.

The majority opinion of the Board holds that the firebosses involved are employees within the Wartime Labour Relations Regulations, P.C. 1003, and flowing from this the majority decides that the chosen bargaining representatives of the union involved are entitled to certification. The minority opinion of the Board disagrees with this decision on the basis that the firebosses involved are not employees and in consequence of this are not entitled to certification.

The main reasons for dissenting are that evidence was submitted to the Board and, or representations were made by the employing companies to the effect that:—

1. Firebosses have authority to discharge.
2. Firebosses have authority to suspend employees and evidence indicates that suspensions are confirmed.
3. Firebosses have authority to otherwise discipline employees. In fact in some cases it is the duty of firebosses to do so.
4. Firebosses are required to deal confidentially with some matters relating to staff, such as attitude, competence, etc.
5. Part of duties of firebosses is to measure work performed.
6. Firebosses are required to bargain on behalf of the company with the employees for wage rates in pulling a "room" which rates the employer is bound to pay.

On the statement of union representations:—

7. Firebosses are law enforcement officers and the policy of the Board has been to declare policemen who are likewise law enforcement officers as not being employees for purposes of the Regulations.

There are further reasons that occur to us viz. that:—

8. Firebosses could by their acts expose the employer to a charge of unfair practice.
9. Firebosses can and in some circumstances must institute prosecution proceedings and testify for infractions of the Mines Act.

The question of frequency with which firebosses use authority possessed by them cannot in any way change the status of the individual. Infrequent use of the authority in the matter of discipline may in some cases be a mark of good leadership.

It is generally understood that an employer is responsible for the actions and conduct of his supervisors and other agents, particularly in the matter of industrial relations. To rule otherwise would be not only to excuse the employer from this responsibility but to leave the supervisory forces and other agents free to commit unfair labour practices at will on behalf of the employers. By virtue of the authority possessed by firebosses they are in the position of agents of the employer and they are free to expose the employer to unfair practices as above indicated as well as in other ways. To permit individuals to have a dual status, namely "employee status" and "employer status", for purposes of collective bargaining is, we feel, illogical, impractical, unfair and in our opinion is inconsistent with the true purpose and intent of the Wartime Labour Relations Regulations, P.C. 1003.

The point raised by the union that The Mines Act of Alberta does not specifically grant firebosses the right to employ and discharge employees hardly requires comment. In no legislation has the Government taken upon itself the right to determine who shall employ and who shall discharge employees, other than the blanket provisions contained in the National Selective Service (Civilian) Regulations. In these Regulations, the prohibition applies to the entire company. It is not restricted to particular positions or classifications within the company.

Nothing in The Mines Act of Alberta prohibits an employer from assigning additional duties and responsibilities to firebosses over those provided for in the Act, as long as such additional duties do not interfere with the enforcement of the Act.

The Mines Act of Alberta sets out minimum standards of procedure apparently designed to prevent accidents. There is nothing in the Act which precludes an employer from instituting additional safeguards and procedures to insure safety of its employees and further, assigning the responsibility to the firebosses.

In order that firebosses may carry out the duties imposed by the Mines Act, it is obvious they must have considerable authority in directing the working forces and to be effective, the workers must be bound to conform to the direction of the firebosses. The direction of the working forces is clearly a management function.

Section 153 of The Mines Act of Alberta reads as follows:—

It shall be unlawful for any person, owning or operating any mine in the Province, or any officer, agent, representative, manager or overseer of the company or corporation or labour official of labour organization, to interfere or attempt to interfere with the fireboss or

examiner of any mine in the Province in the performance of his duties; or by any threat or threats or duress to intimidate or attempt to intimidate any fireboss or examiner in the performance of his duties; or by persuasion or promise or by extending hope of reward in any way, to influence any fireboss or examiner in the performance of his duties, or to attempt in any way to cause or induce such fireboss or examiner to fail or neglect to perform any duty required of him by this Act. 1939, c. 51, s. 153.

This section contains the strongest kind of prohibition with respect to firebosses joining any labour organization.

The question as to whether or not firebosses should be wholly independent of the employer is not a matter for this Board to decide. The Alberta Government in passing the Mines Act has decided otherwise and unless and until the Alberta Government changes the Act this Board we feel should accept the Act as it is. The Alberta Government has decided that fire-

bosses should be employed by, paid by, and directed by the employing companies. In consequence of this and by reason of their full duties they are agents of the employer not of the Government. They have "employer status" and not "employee status" for the purpose of the Regulations.

H. TAYLOR
A. DESCHAMPS
A. J. HILLS

Ottawa, February 14, 1945.

Messrs. P. R. Bengough and J. A. Sullivan appeared for Western Canada Firebosses; Mr. C. Stubbs for Western Canada Bituminous Coal Operators' Association; Mr. Pat Conroy for National Union of Firebosses; and Messrs. V. C. Cooney and H. W. Clark for Coal Companies, Drumheller, Alberta.

Between: Local 195 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, respondent, and Canadian Automotive Trim Limited, appellant.

The Board consisted of the Chairman and all other members except the Vice-Chairman and Mr. W. L. Best.

Reasons for Judgment

(The judgment of the Board was delivered by the Chairman.)

This is an application for leave to appeal and an appeal by the employer company from a decision of the Ontario Labour Relations Board which, on October 28, 1944, established a grievance procedure for the employees of the employer company, the material words of which are as follows:—

"disputes concerning a grievance arising under the collective agreement between . . ."

On June 21, 1944, the Ontario Board established a grievance procedure for the employees of the Dominion Forge and Stamping Company, Limited, using the same words.

On appeal to this Board, on September 28, 1944, we struck out the words "concerning a grievance arising under" and substituted the words of section 18 (2) viz: "disputes concerning the interpretation or violation of the collective agreement".

It is convenient to deal separately with the reasons given by the Ontario Board for failing to follow the judgment of this Board.

1. The Ontario Board purports to follow the grievance procedure established by this Board for the employees of the Ford Motor Company of Canada on May 12, 1944, which uses

the words "disputes concerning a grievance arising under a collective agreement".

The Ford grievance procedure was established by this Board at the request of the union and the employer company, both of whom agreed to abide by the decision of this Board. Under these circumstances, we acted as an Arbitration Board and were not limited by the provisions of section 18 of the Regulations "concerning its interpretation or violation". In any event, the Ford grievance procedure was established on May 12, 1944, while the Dominion Forge grievance procedure was revised by this Board on October 28, 1944. We have no reason to think that the grievance procedure which we now establish will be satisfactory for all time.

2. The Ontario Board complains that we gave no Reasons for Judgment. We said "We find that the jurisdiction of the Ontario Board was limited by section 18 to establishing a procedure for final settlement of differences concerning the interpretation or violation of the collective agreement". Perhaps we should have said that the jurisdiction of all Labour Relations Boards to establish a grievance procedure was limited by the words of section 18.

3. The Ontario Board points out that the grievance procedure which we have established makes no provision for the possibility that the employer and the union will disagree as to whether the grievance concerns the interpretation or violation of the agreement, and predicts "It would mean that the parties to the collective agreement have

been put into a strait-jacket from which they can escape only by violently bursting their bonds”.

Without questioning the advisability of the proposed remedy for both employer and employee under proper circumstances, we think that the Ontario Board is not only unduly apprehensive but it appears to have overlooked the significance of the word “interpretation”. In the case of a dispute as to whether or not contract provisions have been violated, it must certainly be determined what the contract provisions are in order to decide whether the provisions have in fact been violated. It is for this purpose the Regulations provide for interpretation of the contract. This can, and in many cases will, be a separate arbitration and may or may not be related to a particular grievance, but may be brought about in some cases in order to avoid a grievance developing due to misunderstanding.

We settle the grievance procedure in this case by directing the parties to include in the collective agreement the following final step in the grievance procedure and the following arbitration procedure:—

“Where the union on behalf of an employee concerned alleges that there has been a misinterpretation or a violation of this agreement, the difference between the parties and any grievance involving such misinterpretation or violation shall within five regular work days (excluding Sundays and holidays or days observed therefor) from the date of the decision in the preceding step be referred to arbitration in a manner and under conditions set forth in this agreement under the heading of Arbitration.

Arbitration Procedure

“Upon the written request of the union on behalf of the employee concerned made to the company, or upon the written request of the company made to the union, any such grievance which has not been settled to the satisfaction of the parties concerned after being carried through the relevant steps of the grievance procedure of this agreement shall be referred to an umpire. Such umpire shall be chosen by mutual agreement of the parties involved, but failing such agreement within five regular work days (excluding Sundays and holidays or days observed therefor) from the date of the written request for arbitration the umpire shall be chosen by the Minister of Labour for the Province of Ontario.

“The company, and the union on behalf of the employee concerned, shall within three

regular work days (excluding Sundays and holidays or days observed therefor) from the date of the appointment of the umpire sign a joint stipulation of the dispute or the question which is to be arbitrated. Such stipulation shall contain a statement of the issue in dispute and in addition may include a brief statement of the position of the company as well as a brief statement of the position of the union on the question at issue although such statements are in conflict with respect to the positions of the parties.

“If the company, and the union on behalf of the employee concerned, fail to sign a joint stipulation as aforesaid, either party may apply to the Ontario Labour Relations Board to settle such stipulation.

“Unless otherwise mutually agreed by the parties, the arbitration hearings shall begin within five regular work days (excluding Sundays and holidays or days observed therefor) from the date of the filing of the stipulation with the umpire. Such hearings shall be held at a place mutually agreed upon by the parties or, failing agreement, as fixed by the umpire.

“The jurisdiction of the umpire shall be limited to a decision on the dispute or question set forth in the stipulation. In arriving at his decision, the umpire shall not change or disregard any of the provisions of the agreement nor shall he vary, reduce, or set aside any penalty imposed upon any employee or substitute a different penalty for one so imposed in connection with any alleged breach of discipline or infraction of the company's rules and regulations by such employee unless the umpire finds the company has violated or misinterpreted this agreement and/or such employee has not committed the alleged breach of discipline or infraction of rules and regulations.

“All decisions of the umpire arrived at in accordance with the provisions of this agreement shall be final and binding on the company and all persons concerned. The expenses, if any, of the umpire shall be divided equally between the company and the union and shall be paid by them.”

Leave to appeal will be granted and the appeal will be Allowed in accordance with the foregoing.

The Appellant was represented by Messrs. J. B. Aylesworth, K.C., and W. L. Webster; and the respondent union by Messrs. J. Eldon, Cyril Prince, O. Dupuis and Miss Florence Kent.

Between: Local 195 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, respondent, and Chrysler Corporation of Canada, Limited, appellant.

The Board consisted of the Chairman and all other members except the Vice-Chairman and Mr. W. L. Best.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application for leave to appeal and an appeal by the employer company from a decision of the Ontario Labour Relations Board which, on October 31, 1944, established

a grievance procedure for the employees of the employer company, the material words of which are as follows:—

disputes concerning a grievance arising under the collective agreement between

We refer to our Reasons for Judgment in the appeal of the Canadian Automotive Trim Limited.

(The Board's judgment in this case was the same as in the case referred to.)

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Board Reports Received

During February reports were received from twelve Boards of Conciliation:—

Concerning Beardmore and Company, Limited, Acton, Ont., and Local No. 26, National Union of Shoe and Leather Workers.

Concerning Canadian Industries, Limited, Toronto, Ont., and Canadian Industrial Workers Union No. 1 (C.C.L.).

Concerning Ingersoll Machine and Tool Co., Ltd., Ingersoll, Ont., and Local 2918, United Steelworkers of America.

Concerning General Dry Batteries Limited of Canada, Toronto, Ont., and Local 512, United Electrical, Radio and Machine Workers of America.

Concerning Fowler's Canadian Company, Limited, Hamilton, Ont., and United Packing-house Workers of America.

Concerning Yarrows Limited, Esquimalt, B.C., and Local No. 1, Industrial Clerks Association.

Concerning Upper Canada Mines, Limited, Dobie, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union.

Concerning Senator Rouyn Mines, Limited, Rouyn, P.Q., and Local 688, Rouyn Mine, Mill and Smelter Workers Union.

Concerning Ontario Steel Products Company, Limited, Oshawa, Ont., and Local 222, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning Ontario Steel Products Company, Limited, Chatham, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.).

Concerning Golden Manitou Mines, Limited, Val d'Or, P.Q., and Local 654, Val d'Or Mine and Mill Workers Union.

Concerning Steel Company of Canada, Limited (Gananoque Works), Gananoque, Ont., and Local 3208, United Steelworkers of America.

Boards Fully Constituted

During February twelve Boards of Conciliation were fully constituted:—

Seiberling Rubber Company of Canada, Limited, Toronto, Ont.—The Board of Conciliation established to deal with a dispute between Seiberling Rubber Company of Canada, Limited, Toronto, Ont., and Local 118, United Rubber Workers of America was fully constituted on February 14 with the appointment of His Honour Judge J. Parker of Toronto, as Chairman of the Board, on the nomination

of the other two members. Mr. James L. McLennan of Toronto, and Mr. Arthur Williams of Oshawa, were appointed on the nomination of the employer and employees respectively.

Peacock Brothers Limited, Ville La Salle, P.Q.—The Board of Conciliation established to deal with a dispute between Peacock Brothers Limited, Ville La Salle, P.Q., and Lodge 631, International Association of Machinists was fully constituted on February 2 with the appointment of the Honourable Mr. Justice Wilfrid Lazure of Montreal as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Mr. T. R. Ker and Mr. Alex Gauld of Montreal were appointed on the nomination of the employer and employees respectively.

National Electric Manufacturing Company, Toronto, Ont.—The Board of Conciliation established to deal with a dispute between National Electric Manufacturing Company, Toronto, Ont., and Local 512, United Electrical, Radio and Machine Workers of America was fully constituted on February 2 with the appointment of His Honour Judge W. T. Robb of Orangeville as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Messrs. B. H. L. Symms, and John Eldon of Toronto were appointed on the nomination of the employer and employees respectively.

Bush and Miller Company, Eburne, B.C.—The Board of Conciliation established to deal with a dispute between Bush and Miller Company, Eburne, B.C., and Local 1-217, International Woodworkers of America was fully constituted on February 7 with the appointment of Mr. A. R. MacDougall of Vancouver as Chairman, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Col. G. H. Kirkpatrick of Vancouver was appointed by the Minister on behalf of the employer in the absence of a nomination from the employer. Mr. G. S. Culhane of Vancouver was appointed on behalf of the employees concerned.

Genelco Limited, Peterborough, Ont.—The Board of Conciliation established to deal with a dispute between Genelco Limited, Peterborough, Ont., and Local 524, United Electrical Radio & Machine Workers of America was fully constituted on February 17 with the appointment of His Honour Judge W. T. Robb of Orangeville as Chairman, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two

members. Mr. J. S. D. Tory of Toronto and Mr. George Burt of Windsor were appointed on behalf of the employer and employees respectively.

Dairy Co-operative Marketing Association, Prince Albert, Sask.—The Board of Conciliation established to deal with a dispute between Dairy Co-operative Marketing Association, Prince Albert, Sask., and Local 241, United Packinghouse Workers of America was fully constituted on February 19 with the appointment of Mr. A. M. McIntyre, K.C., of Saskatoon as Chairman on the nomination of the other two members. Mr. George H. Carr, Prince Albert and Mr. A. C. Ellison, K.C., of Regina were appointed on behalf of the employer and employees respectively.

Empire Brass Company, Limited and Pumps & Softeners, Limited, London, Ont.—The Board of Conciliation established to deal with a dispute between Empire Brass Company, Limited and Pumps & Softeners, Limited, London, Ont., and Local 2699, United Steelworkers of America was fully constituted on February 8 with the appointment of His Honour Judge J. J. Coughlin of Sandwich, Ont., as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Mr. Maurice Crabtree, K.C., of Toronto and Mr. Oliver Hodges of London were appointed on behalf of the employer and employees respectively.

Campbells Soup Company, Limited, New Toronto, Ont.—The Board of Conciliation established to deal with a dispute between Campbells Soup Company, Limited, New Toronto, Ont., and United Packinghouse Workers of America was fully constituted on February 8 with the appointment of His Honour Judge T. H. Barton of Toronto as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. The Honourable Senator G. Peter Campbell of Toronto and Mr. Arthur Williams of Oshawa were appointed on behalf of the employer and employees respectively.

Andrews Wire Works of Canada, Limited, Waterford, Ont.—The Board of Conciliation established to deal with a dispute between Andrews Wire Works of Canada, Limited, Waterford, Ont., and Local 2, Federation of Industrial Workers Union was fully constituted on February 22 with the appointment of His Honour Judge J. J. Coughlin of Sandwich, Ont., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Messrs. G. E. Burnson

and Herbert Orloff of Toronto were appointed on the nomination of the employer and employees respectively.

American Can Company, Limited, Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between the American Can Company, Limited, Vancouver, B.C., and Local 2821, United Steelworkers of America was fully constituted on February 14, with the appointment of Mr. J. Edwin Eades, Vancouver, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Mr. R. H. Pooley, Victoria, and Mr. H. Gargrave, M.L.A., Vancouver, were appointed on the nomination of the employer and employees respectively.

Corbin Lock Company of Canada, Belleville, Ont.—The Board of Conciliation established to deal with a dispute between Corbin Lock Company of Canada, Belleville, Ont., and Local 426, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.) was fully constituted on February 24, with the appointment of Dr. Cecil A. Wright of Toronto, as Chairman of the Board, who was appointed on the nomination of the other two members. Mr. G. A. Gale was appointed on behalf of the company while Mr. Bora Laskin of Toronto was appointed on behalf of the employees concerned.

Canadian Westinghouse Company, Limited, Hamilton, Ont.—The Board of Conciliation established to deal with a dispute between Canadian Westinghouse Company, Limited, Hamilton, Ont., and Local 504, United Electrical, Radio and Machine Workers of America was fully constituted on February 28, with the appointment of Dr. Cecil A. Wright of Toronto as Chairman of the Board, on the nomination of the other two members. Messrs. J. J. Robinette and Bora Laskin of Toronto were appointed on behalf of the employer and employees respectively.

Boards Established

During February seven Boards of Conciliation were established but not fully constituted.

Concerning *Thompson Brothers Machinery Company, Limited, Liverpool, N.S.*, and Federated Council of Thompson Brothers Machinery Company, Limited.

Concerning *Motor Products Corporation, Windsor, Ont.*, and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.).

Concerning *Moffats Limited, Weston, Ont.*, and Local 3129, United Steelworkers of America.

Concerning *Federal Wire and Cable Company, Limited, Guelph, Ont.*, and Local 3021, United Steelworkers of America.

Concerning *Anaconda American Brass Limited, New Toronto, Ont.*, and Local 811, New Toronto Brass and Copper Workers Union.

Concerning *Ford Motor Company of Canada Limited, Windsor, Ont.*, and Local 240, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning eight glass companies: *Advance Glass and Mirror Company, Limited; Canadian Plate and Window Glass; Consolidated Plate Glass Company; Excelsior Plate Glass Company; Hobbs Glass Company; Robert McCausland Company; Pilkington Bros. (Canada) Limited; and Queen City Glass Company, Limited*; all of Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from conciliation officers indicating the successful conclusion of negotiations and the signing of an agreement:

Concerning *John T. Hepburn, Limited, Toronto, Ont.*, with Local No. 28, International Moulders and Foundry Workers Union of North America.—H. Perkins, Conciliation Officer.

Concerning *Gelber Investments, Limited, Toronto, Ont.*, and Local 204, Building Service Employees' International Union.—G. Fenwick, Conciliation Officer.

Concerning *Dominion Electric Power, Limited, Estevan, Sask.*, and Electric Utilities Employees Union.—R. H. Hooper, Conciliation Officer.

Concerning *Dominion Bridge Company, Limited, Toronto, Ont.*, and Local 2808, United Steelworkers of America.—J. P. Nicol, Sr., Conciliation Officer.

Concerning *Beatty Brothers (Spencer Division) Penetang, Ont.*, and Local 3425, United Steelworkers of America.—H. Perkins, Conciliation Officer.

Assignment of Conciliation Officers

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

Concerning *Smith & Stone Company, Limited, Georgetown, Ont.*, and Local 526, United Electrical, Radio and Machine Workers of America.—H. Perkins, Conciliation Officer.

Concerning *William Russell and Sons, Windsor, Ont.*, and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America.—F. J. Ainsborough, Conciliation Officer.

Concerning *Roy and Huebert, Windsor, Ont.*, and Local 1494 Brotherhood of Painters,

Decorators and Paperhangers of America.—F. J. Ainsborough, Conciliation Officer.

Concerning *Nicholls and Nicholls, Windsor, Ont.*, and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America.—F. J. Ainsborough, Conciliation Officer.

Concerning *National Painting and Decorating Company, Windsor, Ont.*, and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America.—F. J. Ainsborough, Conciliation Officer.

Concerning *Hepworth Furniture Company, Southampton, Ont.*, and Local 2690, United Brotherhood of Carpenters and Joiners of America.—F. J. Ainsborough, Conciliation Officer.

Concerning *Midland Shipyards, Limited, Midland, Ont.*, and Local No. 9, Industrial Union of Marine and Shipbuilding Workers.—H. Perkins, Conciliation Officer.

Concerning *Gotfredson Limited, Windsor, Ont.*, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.).—J. P. Nicol, Conciliation Officer. (In-

vestigation of Conciliation Officer postponed pending appeal proceedings.)

Concerning *Fitton and Parker Furniture Company, Southampton, Ont.*, and Local 2690, United Brotherhood of Carpenters and Joiners of America.—F. J. Ainsborough, Conciliation Officer.

Concerning *Canadian Ramapo Iron Works Limited, Niagara Falls, Ont.*, and Local 179, International Chemical Workers Union.—J. P. Nicol, Conciliation Officer.

Concerning *Chrysler Corporation of Canada, Limited, Chatham, Ont.*, and Local 127, International Union, United Automobile Aircraft and Agricultural Workers of America (U.A.W.-C.I.O.).—J. P. Nicol, Conciliation Officer. (Investigation of Conciliation Officer postponed pending appeal proceedings.)

Concerning *Canadian Bridge Company, Limited (Plant No. 3), Windsor, Ont.*, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.).—J. P. Nicol, Conciliation Officer. (Investigation of Conciliation Officer postponed pending appeal proceedings.)

Report of Board in Dispute between Beardmore and Company, Limited, Acton, Ont., and Local No. 26, National Union of Shoe and Leather Workers

On February 1 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Beardmore and Company, Limited, Acton, Ont., and Local No. 26, National Union of Shoe and Leather Workers. A minority report was submitted by Mr. Norman L. Mathews.

The Board was under the chairmanship of Dr. Cecil A. Wright, Toronto, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, Messrs. Norman L. Mathews, K.C., Toronto, appointed on the nomination of the employing company; and Mr. Lewis Duncan, K.C., also of Toronto, appointed on the nomination of the employees concerned.

The text of the Board's report and of the minority report, follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and re Beardmore Company Limited, Acton, Ontario, and Local No. 26, National Union of Shoe and Leather Workers.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you pursuant to the provision of Section 13 of P.C. 1003 begs to submit the following report.

At a preliminary meeting of the Board held at Toronto on October 25th, at the request of both parties to the dispute, who were represented by counsel, further proceedings were adjourned to November 21st, on which date the Board held a public hearing in the Town Hall, Acton, Ontario. At this meeting the Company was represented by R. R. Parker, Assistant General Manager of the Company; W. J. Beatty, Secretary-Treasurer of the Company and J. J. Robinette as counsel. The Union was represented by Oliver Hodges, National Representative; Harry Arbie, Chairman of the Negotiating Committee and F. A. Brewin as counsel.

Following this meeting the Board held meetings in Toronto, in the course of which it was decided to approach the parties with a view to their reopening negotiations. This was done, and at a further meeting at which counsel for the parties attended on December 8th, the Company made a proposal to the Union as a basis of discussion and compromise. From time to time the Board was advised that negotiations were proceeding satisfactorily, and on January 17, 1945, a meeting was held at Toronto, at which the same parties (with the exception of Mr. Arbie) who had appeared before the Board at Acton, were present. As a result of the negotiations between the parties and before the Board, the point of difference between the parties

was, as will appear, brought almost to the vanishing point, and it was hoped that the Board might be in a position to state that an agreement between the parties had been reached. Unfortunately, on one very small point, the parties were unable to agree, and it therefore falls to the Board to make its recommendations.

Since both parties were negotiating on a basis of compromise, reserving their rights to revert to their original claims in the event that complete agreement was not reached, on one view it might be thought that this Board should ignore the extent to which negotiations had proceeded, and agreement been reached, and consider on the merits the original contentions of the parties unaffected by the course of negotiations. We do not believe this to be sound in light of the extent to which negotiations have progressed.

As the matters on which the parties had indicated their willingness to agree, as a matter of compromise, were substantial issues of principle between them, we feel that no useful purpose would be served in reviewing the relations of the parties prior to the proceedings taken before this Board. We propose merely to state the issues presented to the Board; the matters on which concessions were agreed upon; and to view the one matter still in dispute in light of the concessions which have been agreed upon. Both parties having pursued a commendable policy of compromise throughout we believe our only function is to recommend what we believe to be in accord with the general spirit of the matters already agreed upon.

THE ISSUES

Of the several matters presented to the Board as being clauses on which the parties could not agree, one concerned *Wages*. The clause as proposed by the Company provided that the Union agreed to accept the scale of wages now existing for the lifetime of the agreement. The Union was unwilling to accept this clause and wished to include a provision for an increase in basic rates on joint application to the Regional War Labour Board. At the hearing the Company and the Union agreed to withdraw their respective clauses on this matter and to omit the question of wages from the present agreement leaving the matter to be settled in accordance with the Wartime Wages Control Order.

A similar disposition was agreed upon between the parties with respect to clauses governing *Hours of Work and Overtime*. In both of these cases the situation will be, therefore, that the existing wage rates, standard working week, and overtime rates

will continue, but the Union or the Company or both will be at liberty to apply to the appropriate War Labour Board for whatever modification they may consider advisable.

Negotiations also broke down in connection with the clause on *Duration of Agreement*. Before this Board, however, having regard to P.C. 1003, Sections 15 and 16, the parties agreed to continue negotiating and indicated their ability to reach an agreement. This clause can, accordingly, be considered as withdrawn from the present dispute.

This left three main issues before the Board:—

- (1) A clause styled "Maintenance of Membership".
- (2) Collection of Union Dues, or Check-Off.
- (3) One clause in the grievance procedure in which the Company insisted on the right of the individual employee to carry his grievance from the foreman to the Plant Superintendent, and the Union insisted on the employee being accompanied by a Steward—or Union employee.

MAINTENANCE OF MEMBERSHIP AND CHECK-OFF

In the course of the negotiations following the first hearing, at which the Company strenuously opposed either "maintenance of membership" or "check-off" clauses, the parties had—looking to settlement of all differences, it is true—reached an agreement on these issues. The Union had provisionally indicated its willingness to withdraw its claim for "maintenance" in return for (amongst other things) a "check-off" clause, and the Company had ultimately manifested its willingness to this. Although differences as to the form of clause developed at the meeting on January 17th both parties had provisionally agreed to the following form of "check-off" clause.

The Company will, during the life of this Agreement, if and to the extent authorized by each employee, in the manner hereinafter set out, but not otherwise, deduct from the first pay cheque due to each employee in each calendar month while such authority is in effect, the sum of one dollar (\$1.00), and remit the same, prior to the tenth day of the month following the month in which the deduction is made, to the Financial Secretary of the Union. Any such authority to the Company shall be given in writing on the form set out in Schedule "A" hereto, shall be revocable at any time by notice in writing to the Company, and shall be signed in duplicate by the employee concerned in the presence of and shall be witnessed by the Company's paymaster or his assistant, who shall be available at the Company's pay office during office hours, and a representative of the Union may also be present at such time. The original shall be left with such officer and the duplicate forwarded to the Union Steward. Any such authority shall take effect on the fifteenth day following the date of its receipt by the Company.

The Company shall within three days of the receipt of any revocation notify the Financial Secretary of the Union and shall, at the time of making each payment to the Financial Secretary of the Union, name the employees from whose pay such payment has been deducted.

As the parties were, on these issues, able to compose their differences, on the understanding that an agreement could be reached on grievance procedure, on which a distinct difference of opinion on a matter of principle was originally involved, we can see no reason for failing to recommend that the parties carry out their agreement in this connection since we believe that the parties having advanced so far towards the settlement of grievance procedure, the comparatively small matter still in issue in that connection should not affect the matters agreed upon concerning check-off.

We therefore recommend that the check-off clause as agreed upon by both parties in the course of negotiations and as set out above be included in the agreement. The parties indicated that no difficulties were expected in connection with settling the form referred to as Schedule "A" in the above clause, and we, therefore, leave this matter to be worked out between them. We also recommend that in accordance with the arrangement tentatively arrived at the agreement do not contain a maintenance of membership clause.

GRIEVANCE PROCEDURE

The copy of the agreement on which the parties had been negotiating, as furnished us at the hearing by the Company, reads as follows:—

(a) any question which an employee wishes to take up with the Company shall first be taken up with his or her foreman, it being agreed that the Steward may be present at the discussion if requested by either party. Failing a satisfactory settlement, the matter shall be deemed to be a grievance; (b) any grievance shall be written in duplicate by the Steward or the employee and submitted by him or them to the Superintendent who will render his decision upon receipt of one copy of the written grievance or within three days if an immediate reply cannot be given; (c) any grievance not settled to the satisfaction of the employee or employees concerned will be taken up with the management by the negotiating committee. It is agreed that a representative of the National Union of Shoe and Leather Workers may be present at these meetings if requested by either party; (d) Unless a satisfactory agreement is agreed upon regarding the disposition of the grievance at the meeting between the management and the negotiating committee, the grievance may be submitted to arbitration; (e) when either party requests that the grievance be submitted to arbitration, such requests shall be made in writing addressed to the other party to this agreement and within five days

the matter shall be referred to a Board of Arbitration consisting of three persons, one named by the Company, one by the Union, and a third by mutual agreement of the two parties. In the event of failure to agree upon a third person, he will be appointed by the Dominion Minister of Labour. The decision of the Board so constituted shall be binding upon both parties to this agreement.

The controversy at the first hearing centred around the second stage in which a grievance went to the Superintendent. While the clause looks innocuous, it was apparent that a difference in principle existed between the parties with respect to it. The Company's position was quite definite that an individual employee should have an opportunity of presenting, discussing and settling his grievance with the Superintendent, completely apart from any notice to or participation by the Union. The Union insisted that to permit an employee to by-pass the bargaining representative was to ignore the group interest in collective bargaining. This matter had apparently been in issue between the parties with regard to the last stage of the grievance procedure and while the company had originally wished to preserve to the individual employee his right to carry through the final stage without Union intervention unless requested by him, from the clause given above it will be seen that the Union and the Company had reached an agreement by which in the final stage the Union was recognized as entitled to be present as of right.

As only three stages—(1) foreman, (2) Superintendent, and (3) Management, had ever been discussed between the parties, the Union's attack against individual treatment of grievances after the foreman stage centred on (2). The Union pointed out that it would lead to the suspicion among the employees that individual settlements with what they called management—since the Union maintained, and the Company denied, that the Superintendent, who was described as Assistant General Manager, was in all essentials management—was encouraged by the Company. Further, as indicated, the Union took a strong position that granted collective bargaining, individual bargaining concerning the settlement of grievances was as much opposed to the principle of collective bargaining as would be individual bargaining concerning working conditions. It was clear at the first hearing, that the Company was strongly opposed to recognizing this doctrine.

As a result of further negotiations following the first meeting of the Board, on January 17th, the Company presented the following clause (reproduced here with minor changes agreed on between the parties at the meeting on January 17th) as representing the extent to

which it would go to meet the Unions' claims:—

1. Any question which an employee wishes to take up with the Company shall first be taken up with his or her foreman, it being agreed that the Steward may be present at the discussion if requested by either party. (Stage 1.)

2. Any matter not settled by the employee and the foreman shall be taken by the employee to the Divisional Superintendent concerned, it being agreed that the Steward may be present at the discussion if requested by either party. (Stage 2.)

3. Any grievance shall be written in duplicate by the Steward or the employee and submitted by them to the Superintendent who will render his decision upon receipt of one copy of the written grievance or within three days if an immediate reply cannot be given. (Stage 3.)

4. Any grievance not settled to the satisfaction of the employee or employees concerned, will be taken up with the management by the negotiating committee. (Stage 4.)

5. Unless a satisfactory agreement is agreed upon regarding the disposition of the grievance at the meeting between the management and the negotiating committee, the grievance may be submitted to arbitration.

6. When either party requests that the grievance be submitted to arbitration, such requests shall be made in writing addressed to the other party to this agreement and within five days the matter shall be referred to a Board of Arbitration consisting of three persons, one named by the Company, one by the Union, and a third by mutual agreement of the two parties. In the event of failure to agree upon a third person, he will be appointed by the Dominion Minister of Labour. The decision of the Board so constituted shall be binding upon both parties to this agreement.

7. Nothing herein contained shall be deemed to deprive any employee of the right to settle any grievance directly with the company provided however that the Union shall be given notice of any discussion of a grievance during stage 3 and thereafter, and the Union shall be entitled to be represented at the discussion of any grievance during stage 3 or thereafter.

It will be seen that by this amended procedure the Company provisionally acceded to the principle that a Union should be entitled to be present at a discussion of grievances with the Superintendent, which was the sole point originally raised between the parties. The Company, however, inserted another stage in the grievance procedure which had not theretofore existed, namely, "Divisional Superintendents". In this new second stage the Company still insisted on the right of the individual to take his grievance alone or with a Steward, at the option of the employee, to such Divisional Superintendents. The Union again objected to the principle of an employee having the option to by-pass the Union after the preliminary discussion with his foreman.

It is the difference on this one point that present when a grievance was being discussed agreement.

While the issue is in an extremely small compass the two opposing principles remain clear: the Company still wished to give scope to an individual settling a grievance free from participation by the Union. The Union still maintained that, apart from the foreman stage, the Union should at least be entitled to be present when a grievance was being discussed or settled.

It is, we believe, an oversimplification to say that the Company having agreed to the Union's request concerning the right of the latter to present or participate in the discussion of grievances before management (i.e. the Superintendent) the Union should, as a matter of compromise, be willing to agree to the new stage of Divisional Superintendents where an individual might still appear alone. This ignores the substance of the original contention of the Union that no grievance could be deemed satisfactorily settled unless and until the Union and the Company agreed. Perhaps the proper operation of grievance procedure under collective bargaining should be that no grievance is settled until all three parties, individual, Union and the Company have agreed, as indicated in the unanimous report of a Conciliation Board in connection with Steel Company of Canada, Ltd. (Hamilton and Ontario Works).¹ At any rate the Union, while indicating throughout its opposition to the principle expressed in para. 4 in the procedure which the Company requested, namely, "any grievance not settled to the satisfaction of the employee or employees concerned" and para. 7, "nothing herein contained shall be deemed to deprive any employee of the right to settle any grievance directly with the Company", has been willing to negotiate on the basis put forward by the Company and asked merely that the Union be given the right to attend and be represented at any discussion of grievances past the foreman stage.

At the original hearing, the Company admitted that there was a feeling (however ill-founded it might be) among some of their employees that the Company was felt to favour non-union employees. Indeed the Company urged this feeling as one reason for opposing check-off since it argued that it did not wish to know who the Union employees were. We should have thought, in light of this, that the Company would have been willing to do anything to mitigate and not aggravate this feeling. Permission of a Union Steward at discussion of grievances would certainly mitigate any possible suspicion. In-

¹ L.G., Jan., 1945, p. 55.

sistence on a right of individual presentation at a new stage—having granted the original request for representation at the only stage on which negotiations to that time had been conducted—while retaining the right to settle a grievance at any time with an individual employee, might only serve to aggravate the feeling which existed when these negotiations began.

The Company urged before us that the new stage was designed only to screen out unsubstantial complaints before they reached the Superintendent. The Union might well have asked why such a stage, not considered necessary until the right of Union representation in the original second stage of grievance procedure was conceded—and as we believe, properly conceded—should, as a result of such concession, now be deemed essential. The Union, however, was willing, in order to effect a compromise, to accept the Company's reasons for the second stage, and in return asked only that the Union Steward be notified of the proceedings before such Divisional Superintendents and given the right to be present. This the Company refused.

With the Union's provisional concession of an employee's right to settle his grievance with the Company apart from Union concurrence, so long as the Union was represented at any discussion of a grievance after stage one, and with the Company's provisional concession of the right of the Union to attend discussions before the Superintendent, we are faced with the necessity of recommending a form of grievance procedure. We do not think it desirable, in view of the mutual concessions in this regard, to go back to the original position of the parties and make our own recommendations on the basis of the original contentions of the parties. We believe that in the interests of compromise, and to carry to a logical conclusion the concessions already made on both sides either one of two courses are advisable: (1) to retain the stage of discussions with the Divisional Superintendents but the Company, or such Superintendent to notify the Union Steward so that he may have a right to attend if he wishes, or (2) to eliminate this stage entirely, leaving the matter in the original compromise stage where the Union surrenders its right to insist that no grievance is settled until it is satisfied, in return for a right to attend discussions to alleviate any possible suspicion of things being said or done, unknown to the Union, which might be inimical to the Union.

Either of such methods would prevent reopening the whole matter of procedure on which the parties were at first so diametrically opposed. Either would afford a working compromise which we believe will foster,

rather than impede, future good relations. For the Company to insist on retaining the new stage regarding grievances before Divisional Superintendents without giving the Union the right to attend, may be a source of irritation which, in light of the mutual concessions so far made, seems unnecessary and undesirable.

In the event that the parties are unable to agree on one of these alternatives then we recommend that stage two (between foreman and Superintendent) be dropped.

While both parties may feel that such procedure is far from perfect, we feel, in view of the progress towards compromise which the parties have made, that either of the suggestions recommended is in keeping with the spirit of compromise which has actuated the present negotiations.

All of which is respectfully submitted.

Dated at Toronto this 30th day of January, 1945.

(Sgd.) CECIL ALLRIGHT,
Chairman.

I concur and have this to add. Concessions were made on both sides, but in view of the concessions made by the Union, concessions whose magnitude may be judged by what has been currently recommended and agreed to in other industries, it is regrettable that no agreement was arrived at. After weeks of long spun negotiations, the parties appeared to be close together, but the changes which were forwarded by the Company for the first time on January 17, 1945, were not, in my opinion, conducive to an early settlement.

(Sgd.) LEWIS DUNCAN,
Member.

Minority Report

In the matter of the Wartime Labour Relations Board and Beardmore and Co. Limited, Acton, Ontario, and Local No. 26, National Union of Shoe and Leather Workers.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa,
Ontario.

Finding myself unable to agree entirely with the report of the majority of the Board of Conciliation established herein, I beg to submit the following minority report.

On the occasion of the first sitting of the Board, the parties were at variance on a number of points, but, at the suggestion of the Board, both sides, following subsequent sittings and conferences with the parties, compromised on a number of points and the matters in dispute were eventually narrowed down to two points of issue, viz., Check-off

and Grievance Procedure. The grievance procedure proposed by the Company after lengthy negotiation with the Union was as follows:—

1. The employees will elect in each department their Union representative to be known as the steward for that department. The stewards shall together constitute the shop committee. When required, the stewards may appoint deputies, who are also members of the Union, to assist them in the discharge of their duties. Such deputies are not recognized by the Union as shop committee members.

2. A negotiating committee of four regularly elected by the members of the Union from among the officers and stewards shall meet and negotiate any grievance with the management at regular monthly or specially called meetings.

3. All decisions arrived at by agreement between the Company and the Union shall be final and binding on both parties.

4. The relations between the employees and the Company are to be conducted as follows:—

(a) Any question which an employee wishes to take up with the Company shall first be taken up with his or her foreman, it being agreed that the steward may be present at the discussion if requested by either party. Failing a satisfactory settlement, the matter shall be deemed to be a grievance.

(b) Any grievance shall be written in duplicate by the steward or the employee and submitted by him or them to the superintendent, who will render his decision upon receipt of one copy of the written grievance or within three days if an immediate reply cannot be given.

(c) Any grievance not settled to the satisfaction of the employee or the employees concerned will be taken up with the management by the negotiating committee. It is agreed that a representative of the National Union of Shoe and Leather Workers may be present at these meetings if requested by either party.

(d) Unless a satisfactory agreement is agreed upon regarding the disposition of the grievance at a meeting between the management and negotiating committee, the grievance may be submitted to arbitration.

(e) When either party requests that the grievance be submitted to arbitration, such request shall be made in writing addressed to the other party to this agreement and within five days the matter shall be referred to a board of arbitration consisting of three persons, one named by the Company, one by the Union and a third by mutual agreement of the two parties. In the event of failure to agree upon a third person, he will be appointed by the Dominion Minister of Labour. The decision of the board so constituted shall be binding upon both parties to this agreement.

5. In the case of grievances involving adjustments in wage rates, the date of putting into effect the wage adjustments will be the

beginning of the payroll period nearest to the date of the settlement of the grievance, except in the case where the settlement of the grievance itself calls for an adjustment in wage rates as of some previous date.

6. Specific times of meetings, not less frequently than once each month shall be agreed upon by the Company and the Union and at these times the negotiating committee and the management shall meet to settle any grievance which may have developed. It is understood however that matters of an urgent nature such as a case of discharge that constitute a grievance may be sufficient reason to arrange a special meeting as early as possible.

The Union objected to this on the ground that the Superintendent was looked upon as General Manager and on that account the Union contended that it should have the right to be represented at any negotiations between the Superintendent and an employee which had been carried to that stage. While the Company denied that the Superintendent was General Manager, yet, in order to overcome the objection of the Union and to arrive at an amicable agreement, the Company offered to compromise further by agreeing to a voluntary check-off and by amending the grievance procedure to read as follows:—

Stage 1

Any question which an employee wishes to take up with the Company shall first be taken up with his or her foreman, it being agreed that the Steward may be present at the discussion if requested by either party.

Stage 2

Any matter not settled by the employee and the foreman shall be taken by the employee to the Divisional Superintendent concerned, it being agreed that the Steward may be present at the discussion if requested by either party.

Stage 3

Any grievance shall be written in duplicate by the Steward or the employee and submitted by them to the Superintendent who will render his decision upon receipt of one copy of the written grievance or within three days if an immediate reply cannot be given.

Stage 4

Any grievance not settled to the satisfaction of the employee or employees concerned, will be taken up with the management by the negotiating committee.

Stage 5

Unless a satisfactory agreement is agreed upon regarding the disposition of the grievance

ance at the meeting between the management and the negotiating committee, the grievance may be submitted to arbitration.

Stage 6

When either party requests that the grievance be submitted to arbitration, such request shall be made in writing addressed to the other party to this agreement and within five days the matter shall be referred to a Board of Arbitration consisting of three persons, one named by the Company, one by the Union, and a third by mutual agreement of the two parties. In the event of a failure to agree upon a third person, he will be appointed by the Dominion Minister of Labour. The decision of the Board so constituted shall be binding upon both parties to this agreement.

Stage 7

Nothing herein contained shall be deemed to deprive any employee of the right to settle any grievance directly with the Company, provided, however, that the Union shall be given notice of any discussion of a grievance during Stage 3 and thereafter and the Union shall be entitled to be represented at the discussion of any grievance during Stage 3 or thereafter.

While agreeing to the Company's proposal for check-off, the Union refused to accept the form of grievance procedure proposed as a compromise by the Company and insisted that the Union have the right to be present at

any stage of the grievance procedure after it passed the foremen, regardless of the wishes of the employee concerned in the grievance.

In my opinion, the proposal of the Company was fair and reasonable, and I think the Union should have displayed the same spirit of compromise and have agreed to the compromise proposed by the Company. After due consideration, the Union has now advised the Board that it is unwilling to agree to this compromise, I regret that I am unable to share the views of the majority of the Board that the Company should be asked to go still further in an endeavour to satisfy the Union and I must recommend that the form of grievance procedure now proposed by the Company as above set forth be adopted by both parties as a fair means of settling any disputes that may arise. If the Company had not offered to grant the voluntary check-off as a gesture of good-will to the Union and in an effort to show the proper spirit of compromise, I would hesitate to recommend it, especially in a first agreement, as I feel it should be a matter strictly between the Union and its members, but I think the Company has shown the right attitude in doing so and should be commended for having gone as far as it has in attempting to bring about a completed agreement.

Dated at Toronto, this 29th day of January, 1945.

(Sgd.) NORMAN L. MATHEWS,
Member.

Report of Board in Dispute between Canadian Industries, Limited, Toronto, Ont., and Canadian Industrial Workers Union No. 1 (C.C.L.)

On January 31 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Canadian Industries, Limited, Toronto, Ont., and Canadian Industrial Workers Union No. 1 (C.C.L.). A minority report, submitted by Mr. Herbert Orloff, was received on February 13.

The Board was under the chairmanship of His Honour Judge T. H. Barton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. Norman L. Mathews and Herbert Orloff, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

In the Matter of the Wartime Labour Relations Regulations P.C. 1003 and of a Dispute between the Canadian Industries Limited, Toronto, Ontario (Employer) and the Canadian Industrial Workers' Union No. 1 (Employees).

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you to effect a conciliation of the above dispute held a preliminary meeting on January 3, 1945, and held a sitting on January 15, 1945, at Toronto, at which both parties were represented.

At the hearing, the Company was represented by Mr. E. G. Taylor, Assistant Industrial Relations Manager, and Mr. A. P. Austin, Works Manager, while the Union was represented by Mr. Jack Robinson, Organizer, and Mr. James Olsen, President of the Local.

A very complete brief was submitted by each of the parties and the points in dispute were thoroughly discussed. Following the hearing on January 15, the Board met again on January 18, and discussed the matters in dispute.

The Board feels that the following facts have been definitely established and in fact are admitted by both parties.

1. The agreement now being negotiated is a renewal of an agreement which was originally entered into between the parties hereto as of November 1, 1943.

2. Relations between the Company and the Union during the period of the collective bargaining agreement above referred to have been excellent and each of the parties agrees that the attitude of the other party has been one of co-operation and good will.

3. The proposed renewal is in the main similar to the first agreement. While certain minor changes have been proposed by both sides, these have all been agreed to with the exception of the two matters which have been referred to this Board.

The two points in dispute concern the request of the Union for the inclusion in the agreement of the following clauses:

(a) *Maintenance of Membership*

All employees coming within the scope of this Agreement who are now members of the Union shall continue to be members in good standing of the Union during the term of this Agreement. All present employees, together with all future employees, who may join the Union, shall remain members in good standing of the Union during the term of this Agreement.

(b) *Check-Off*

The Company agrees to deduct the sum of \$1.00 each month from the wages of each employee who voluntarily certifies in writing that they authorize such deduction, and the Company shall remit such deduction to the proper officer of the Union, such officer to be designated by the Union in writing.

After carefully considering the arguments submitted by the Union and the Company respectively with regard to these two points, the Board recommends that the Union abandon its request for the inclusion of the Maintenance of Membership clause in the proposed agreement. The Union points out that this clause imposes no obligation upon

any employee to become a member of the Union but that it does require every member of the Union to maintain his membership so long as the agreement is in effect. The Union further points out that this clause has come into widespread use in the United States and that many agreements recently entered into with Canadian companies also contain this clause. The Union contends that workers will frequently join a union and remain members until an agreement has been negotiated, after which they feel that nothing further can be obtained by continuing to belong to the union and that they thereupon fail to keep up their membership. The Company on the other hand points out that such has not been the case among the employees of this Company. At the time of the vote conducted by the Ontario Department of Labour in October, 1943, 58% of the employees in the bargaining unit voted for the Union, while the Union contends at the present time that its membership has increased considerably during the period since that date. There was no evidence submitted by the Union to indicate that it was losing its membership or that after the negotiation of the first agreement the members showed any inclination to withdraw from membership; but, on the other hand, the submissions of the Union show that the opposite is the case and that, after the negotiation of the first agreement, the membership in the Union has steadily increased. The Board feels therefore that Maintenance of Membership is not necessary in this case to protect the Union. It is also admitted that there has been no evidence whatever of hostility on the part of the Company but that on the contrary the best of relations have prevailed. For this reason also, the Board feels that a Maintenance of Membership clause is not necessary to protect the interests of the Union in this Plant.

While the Union contends that the Maintenance of Membership clause would not work any hardship on the employees, this Board feels that many circumstances could arise which would put both the Company and some of its employees in difficult positions. Without suggesting that there is any evidence that such possibilities would occur in the case of this Union and this Company, it must be recognized that, in considering the proposal for a Maintenance of Membership clause, a company must consider all the possibilities that can arise. Take the case of a worker who has been a highly efficient and valued employee of the Company for thirty years. He becomes a member of the Union in good faith and pays his dues regularly for three

months; then any one of several things can happen:

(a) Due to a disagreement with the Union over some personal matter, the Union Executive might decide to expel him. The Company must thereupon terminate his employment, regardless of his value to the Company.

(b) The Union policy or constitution might undergo a radical change and the member might find himself in complete disagreement with its new policy. If he resigns in protest or because the policy of the Union has changed from what it was when he joined it, he must be discharged by the Company in spite of his years of faithful service.

(c) After he had become a member, the Union might decide to align itself with some political party, carry on an intensive campaign and make substantial contributions to the campaign funds of that party. The member might find his political views diametrically opposed to those adopted by the Union and would naturally resent his dues being used to support a party or a candidate which was abhorrent to him. He might quite properly decide that, if the Union were going to use the money it collected from its members for such purposes, he would pay no more dues and would resign from membership. Should he be penalized for his political beliefs by being put out of a job to which he had given the best years of his life?

(d) The Union might call a strike—even though an illegal one. This employee might decide to obey the law and refuse to go out on strike. If the Union expelled him for his failure to strike, must the Company be compelled to reward his loyalty to the Company and to the laws of his country by discharging him?

These are but a few illustrations of the position in which a company could be placed by the inclusion of the proposed Maintenance of Membership clause.

While it is conceivable that there could be cases in which the advantages of such a clause would outweigh the disadvantages, such for instance, as when the company was undermining the Union and the Maintenance of Membership clause was necessary to preserve the entity of the Union, the Board feels that no such circumstances exist in this case and that the Maintenance of Membership clause should not be included in this agreement.

With regard to the request of the Union for a voluntary check-off, the Board feels that the situation is somewhat different. While we support the contention of the Company that no real necessity for a check-off has been shown in this case, we feel that a check-off does not involve the same element of coercion, and does not deprive the employees of freedom of choice. We feel further that, in view of the excellent relationship which has prevailed between the Company

and the Union, the Company might well extend this assistance to the Union in this second agreement. The inconvenience to the Company would be outweighed by the benefits the Union would receive and we feel it would be a splendid token of appreciation by the Company for the co-operation of the Union in maintaining production and would at the same time be an inducement to the Union to continue the harmonious relations which have existed in the plant. The Board therefore recommends the inclusion in the agreement of the following clause, feeling that neither the employees nor the Company will be prejudiced thereby and that the time thus saved the Union stewards in the collection of dues may be put to better advantages in bringing about even better relations between the Company and the employees to the mutual benefit of both:

The Company will, during the life of this Agreement, if and to the extent authorized by each employee, in the manner hereinafter set out, but not otherwise, deduct from the first pay cheque due to each employee in each calendar month while such authority is in effect, the sum of one dollar (\$1.00) and remit the same, prior to the tenth day of the month following the month in which the deduction is made, to the Financial Secretary of the Union. Any such authority to the Company shall be given in writing on the form set out in Schedule "B" hereto, shall be revocable at any time by notice to the Company, and shall be signed in duplicate by the employee concerned in the presence of and shall be witnessed by the Company's timekeeper and a Union Steward in the Employee's time office. The original shall be left with such timekeeper and the duplicate retained by such steward. Any such authority shall take effect on the fifteenth day following the date of its receipt by the Company.

The Company will, at the time of making each such payment to the Financial Secretary of the Union, name the employees from whose pay such payment has been deducted and those who have revoked their authorization to the Company since the last such payment was made.

In conclusion, the Board wishes to pay tribute to the efficient and considerate manner in which both parties presented their viewpoints to the Board and to the tolerance which each party displayed towards the other's submissions.

Dated at Toronto this 26th day of January, 1945.

(Sgd.) T. H. BARTON,
Chairman.

(Sgd.) NORMAN L. MATHEWS,
Member.

Minority Report

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between the Canadian Industries Limited, Toronto, Ontario (Employer); and the Canadian Industrial Workers' Union No. 1 (Employees)

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

With the preliminary statement of facts and with the recommendation of the majority members of the Board in favour of a voluntary check-off I agree. I disagree however with the recommendation of the majority members of the Board against the inclusion of a maintenance of membership clause in the proposed Agreement between the Company and the Union.

The two main arguments on which the majority members of the Board base their decision in respect to the exclusion of the maintenance of membership clause and my submission in respect to each, herewith follow:—

The first is that "there has been no evidence whatsoever of hostility on the part of the Company but that on the contrary the best of relations have prevailed," and that the membership of the Union has increased, not decreased during the past year, without the maintenance of membership clause.

It would give rise to a very anomalous situation indeed, if the effort of the Union to co-operate with the Company, to promote better industrial relationship, to increase efficiency by servicing the grievances of the employees, and thereby also not only maintain its current membership but increase it, was rewarded by the refusal of the Company to increase that co-operation on the ground that it was not necessary, that the degree of co-operation achieved satisfied it; and resulted in the Company taking the position that increased co-operation in the form of the inclusion of a maintenance of membership clause in the Agreement between Company and Union should be the reward, not of co-operation with the Company but of activities which gave rise to hostility between the Company and Union.

The "good" Union, that which desired to promote continuously improving industrial relationship is to be kept back, given no reward for its co-operation, is not to be allowed the goal of partnership in industry to strive for.

The "bad" Union, that which by its activities, promotes a spirit of hostility between employees and Company, refuses to co-operate with the Company, is to be rewarded by increased security for itself.

If this *were* the principle to be adopted, the trade union movement would find that out very quickly and would act accordingly: But fortunately for industrial relationship, that is not the correct principle, even though adopted here.

The correct principle would reward a Union for its efforts to improve industrial relationship and it is just because this Union has such a history of good relationship with the Company and has so admittedly done its best to co-operate with the Company, that the additional security of a maintenance of membership clause should be given it.

The other aspect of this problem and the other principle involved, namely, that of the obligation of a member to remain a member of the Union which he has chosen to enter into a collective bargaining agreement with the Company on his behalf, was so well covered and laid down in the majority report of the Board in the Ontario Malleable Iron Co. Ltd. of Oshawa, case,¹ that one might well just re-state it in the words of that report:—

"There is no sound reason why existing members of a Union which is negotiating for a new contract should not be compelled to carry out the obligations which they assumed as Union members in asking for Bargaining rights.

"If collective bargaining implies a recognition of the right of democratic self-government, it would seem not only proper but desirable from the point of view of the employer to insist that such a right carry with it corresponding duties to continue to support and participate in the decisions of the agency in order to emphasize individual responsibility in electing a bargaining agency and to insure full participation in the decision of the Local, by the employees of the plant. To bring home such duties to employees it would seem sound to hold them to the obligations which they undertook to the Union as a means of obtaining Union recognition. Apart, therefore, from any arguments in favour of the Union as such, we believe that the Company in the present case should be willing to compel existing union-employees to stand behind the Union of their choice for the term of the collective agreement by adding the sanction of loss of employment for failure to support their chosen union."

The second is that circumstances may arise wherein a member of the Union comes into conflict with the Union over some matter which does not arise out of his actual employment, and which causes his expulsion from the Union and thereby compels the Company to discharge an employee for a cause which has nothing to do with his employment and

¹ L.G., Sept. 1944, p. 1117.

regardless of how valuable or important that employee may be to the Company. The majority report cites a number of such possibilities.

The important thing to remember, however, is that these are only possibilities, not actualities. The Company did not, and could not, cite any instance of the expulsion of any member of the Union for any cause whatsoever at any time during the existence of this Union in the Company plant. To refuse this Union this additional security on the ground of some baseless fear of something which might happen but has not happened, because of conjectures of what might happen, which are purely theoretical, is not quite fair nor sound. If the Company tried the maintenance of membership clause and found that it caused it harm, that it acted as a detriment to

production, it would then have practical reasons for rejecting such a clause in its next agreement. I am positive, however, that if the Company did grant the maintenance of membership, its experience would be the reverse and it would find production increased and its relationship with the employees even happier than before. Certainly the Union, in consideration of its previous record of harmonious relationship and close co-operation, is entitled to have the opportunity to prove itself in this respect.

For the above reasons, I recommend the inclusion of the maintenance of membership provision in the Agreement between Company and Union.

Dated at Toronto, this 12th day of February, 1945.

(Sgd.) HERBERT ORLIFFE.

Report of Board in Dispute between Ingersoll Machine and Tool Co., Ltd., Ingersoll, Ont., and Local 2918, United Steelworkers of America

On February 8 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Ingersoll Machine and Tool Co., Ltd., Ingersoll, Ont., and Local 2918, United Steelworkers of America.

The Board was under the chairmanship of Dr. Alexander Brady, Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. J. J. Robinette, also of Toronto, and Oliver Hodges of London, Ontario, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003 and the Ingersoll Machine and Tool Co. Ltd., Ingersoll, Ontario, and the United Steelworkers of America, Local 2918, Ingersoll, Ontario.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you in this matter begs to submit its report.

The Board met representatives of the parties in Toronto and Hamilton and heard evidence on the requests of the Union and on the attitude adopted by the company towards such requests. The Company was represented at these meetings by Messrs. A. G. Warden and R. A. Wilson, and had as counsel Mr. Georges Burson. The Union was represented by Mr. Frank Quaife.

The dispute in this case centred upon two claims of the Union for the inclusion in a

proposed first agreement of a Union Shop clause and a clause insuring a check-off of Union dues. On other matters suitable for a contract there is agreement between the parties. The Company is opposed to a Union Shop because it would mean the coercion of old and faithful employees who have not become members of the Union. It is opposed to the check-off because of its belief that the check-off would involve aiding the Union in a manner contrary to the provisions of P.C. 1003, section 19 (1), and also because it would involve a coercive influence upon some employees.

The Board is here concerned simply with the practical problem of effecting conciliation between the parties and persuading them to accept what in its judgment would be a reasonable agreement in view of all the pertinent circumstances in contemporary industry. It would therefore recommend to the Union that it withdraw its request for a Union Shop, and that the Company on its part concede a voluntary check-off of Union dues, irrevocable during the life of the agreement, and applicable only in the case of those Union employees who personally sign authorization cards. The Board would urge the acceptance of these recommendations upon both parties.

All of which is respectfully submitted.

Dated at Toronto this 6th day of February, 1945.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) JOHN J. ROBINETTE
(Sgd.) OLIVER HODGES

**Report of Board in Dispute between General Dry Batteries of Canada,
Limited, Toronto, Ont., and Local 512, United Electrical,
Radio and Machine Workers of America**

On February 8 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between General Dry Batteries of Canada, Limited, Toronto, Ont., and Local 512, United Electrical, Radio and Machine Workers of America.

The Board was under the chairmanship of His Honour Judge James Parker, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. John J. Robinette, Toronto, appointed on the nomination of the employer, and Miss Idele Wilson, also of Toronto, appointed on the nomination of the employees concerned.

The text of the Board's report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and United Electrical Radio and Machine Workers of America, Local 512, and General Dry Batteries of Canada Limited, Toronto, Ont.*

To:

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Sir:

Under the provisions of P.C. 1003, His Honour Judge James Parker, as Chairman, John J. Robinette Esquire, K.C., (nominee of the Employer), and Miss Idele Wilson (nominee of the Employees), under date of the 14th day of January 1945, were appointed a Board of Conciliation in this matter.

Representatives of Employer and Employees had for some time past endeavoured to reach an Agreement on matters affecting them but were not successful. Subsequently Mr. H. Perkins was appointed a Conciliation Officer, who under date of the 7th of December, 1944, recommended the appointment of a Board of Conciliation to deal with the points in disagreement between the parties.

An agreement had been effected on all but three points, namely Articles VII, II and IX.

This Board recommends that the said several following articles be accepted and form part of the agreement:

(a) ARTICLE VII.

The Company and the Union agree that they will make every effort to decide on a

mutually acceptable schedule of job classifications, rates of pay and bonuses within ninety days after the signing of this Agreement. On all items of such schedule with respect to which an Agreement has been reached, the parties will, where necessary, submit a joint application to the Regional War Labour Board. With respect to any items of such schedule upon which the parties have been unable to reach an Agreement, after such negotiation, an application may be made to the Regional War Labour Board in accordance with the provisions of the Wartime Wages Control Order, 1943, and amendments thereto. All items of such schedule which have been settled in accordance with the foregoing arrangements when so settled, shall become part of this Agreement as Schedule "A" thereto.

(b) ARTICLE II

The Union agrees that during the term of this Agreement there will be no strikes, stoppages or slowdowns of work or other collective actions which will stop or interfere with production. And the Company agrees that it will not cause or direct any lockout of employees.

(c) ARTICLE IX

The decision of the Arbitration Board shall be final and binding on both parties hereto.

The above Article IX shall be subject to an understanding now had between the parties.

We understand the above recommendations are acceptable to both parties and that an Agreement with the above included will be executed by said parties without delay, if not already executed.

The Board should mention the excellent relations that have existed, and still exist between Employer and Employees and their representatives.

All of which is respectfully submitted.

Dated at Toronto this 5th day of February, 1945.

(Sgd.) J. PARKER,
Chairman.

(Sgd.) IDELE WILSON,
Employees' Nominee.

(Sgd.) JOHN J. ROBINETTE,
Company's Nominee.

Report of Board in Dispute between Fowler's Canadian Co., Ltd., Hamilton, Ont. (Division of Armour and Company), and the United Packinghouse Workers of America.

On February 22 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Fowler's Canadian Co., Ltd., Hamilton, Ont. (Division of Armour and Company) and the United Packinghouse Workers of America.

The Board was under the chairmanship of His Honour Judge Ian M. Macdonell, Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs Norman W. Byrne of Hamilton, and Arthur Williams of Oshawa, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

In the matter of Wartime Labour Regulations P.C. 1003, and of a dispute between Fowler's Canadian Company Limited (division of Armour and Company) (Employer) and United Packinghouse Workers of America (Employees).

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The Board was appointed after conciliation efforts of Mr. Frank Ainsborough, delegated to that end, failed to effect complete agreement between the Employer and the Union in renegotiation of a contract first entered into under date August 17, 1942. It should be noted that this contract was voluntary after a vote conducted under departmental auspices and not as a result of certification.

Matters not concluded by Mr. Ainsborough were set forth in his letter of November 23, 1944. Some of these matters did not reach the discussion table, other matters not indicated were raised.

The Board convened in the Chambers of the Chairman, Monday, January 29, 1945 and again on Thursday of that week to hear the parties.

The Union presented a written brief in the matter which was replied to in writing by the Company. The verbal discussion remained within the subject matter of these briefs. No evidence was taken.

The Union consented to the Employer being represented by its solicitor. The Union went on record as being prepared to accept the recommendations of the Board as final. The Company elected to proceed in the prescribed manner.

The first matter was as to the description of the parties in the contract. The Union wished to add the designation of Armour and Company affiliation to the description and proposed to change the designation of the Union to United Packinghouse Workers of America on behalf of Local 188.

After hearing the arguments and representations the Board unanimously recommend that the parties to the new contract be described as in the contract of August 17, 1942 set out.

The second matter was a proposal of the Union to enlarge the scope of the collective bargaining unit to include Assistant Foremen, Engineers and Temperature men. There is no evidence that these men wish to be so included and it is significant that these categories were expressly barred from the unit in the voting under departmental auspices that preceded the first contract. The Board unanimously recommend that the unit for collective bargaining remain as in the contract of August 17, 1942 set out.

The third matter was as to the wording covering Employer prerogatives, discrimination and reservation of grievance procedure. The Union representatives conceded the use of the form suggested by the Employer.

The fourth matter was objection by the Union as to the wording of the discrimination clause in the form suggested by the Company. The parties agreed to delete the words "nor shall employment in the Company be conditional upon membership or non membership in any labor organization" from the Company proposal.

The fifth matter was the demand of the Union for a Union shop and a check-off and upon these items the chief disagreement centred.

The Company, terming same a gesture toward conciliation and not an acceptance of principle, agreed to honour requests of employees in the matter of deduction of Union fees but on a revocable basis termed by Mr. Nash "week to week or month to month or year to year but revocable any time at the request of the employee individually".

The Board commend the Employer on this measure of acquiescence and unanimously recommend its adoption.

On the question of a Union shop the parties remained adamant. Spirited argument was presented by both sides. The Board feel, however, that while Fowler's Canadian Company Limited is an entirely separate legal entity

(and recognition of that status has been given in disposition of the first matter referred to), the Company does in fact trade commercially on its connections with Armour and Company and is perhaps governed to a great extent by Armour and Company policy. For this reason and others the Board unanimously recommend that the Company and the Union agree upon a term of Union security such as was included in the Armour and Company contracts in the United States, at the direction of the Labour Board (and with its reservations to that end noted) to the extent—

All employees who 15 days after the signing of this agreement are members of the Union in good standing in accordance with the Constitution and By-laws of the Union, and those employees who thereafter become members, shall during the life of this agreement as a condition of employment remain members of the Union in good standing.

The sixth matter was a demand of the Union that wage scales be made a supplement and integral part of the agreement. After hearing both sides it would seem that owing to multiple duty jobs involving part or whole time on a wide category of skills and tasks that posting of rates would create rather than minimize grievances.

The Company has conceded that it will divulge to the Union negotiators as a confidential matter the wage scale of any employee believing that an inequality exists and the Board unanimously recommend that this measure be accepted and used by both parties to the contract in good faith and reasonably.

The seventh matter was a demand of the Union that hours of labour be fixed with a standard starting and quitting time established. Hours of labour, wages, and such matters are vested in authorities having direct jurisdiction, but there is unanimous opinion among the members of the Board that some standard schedule should be set up if for no other reason than to enable an employee to check his pay calculations.

The eighth matter related to seniority of service, the Union advocating one month as the probationary time and the Company three months. The Board unanimously recommend three months as the probationary time before seniority accrues to employment.

The ninth matter relates to loss of seniority through absence. The Company agreed to add "At the same time a notice is sent to the President of the Local Union or any member of the Grievance Committee". Adoption of same is unanimously recommended by the Board.

The tenth matter is as to grievance procedure and the chief difference in principle in the respective submissions of the Company and the Union is as to the first step.

Company form. The aggrieved employee shall present the grievance to the foreman of the department.

Union form. First between a Union Steward and the foreman of the department in which the employee works. (In the first (three) steps the aggrieved employee may be present or not as he chooses.)

The difference of opinion may be in distinguishing a grievance. It is only normal that an employee should approach his foreman on any matter of employee relations. It is when the employee has not received the adjustment or benefit that he believes he is entitled to that a grievance occurs.

When a grievance occurs the employee should feel free to press the matter home relying on his own resources or by calling in the Union representatives to present his claim.

The Board is unanimous in its recommendation that those principles should be incorporated into the Employer's form of grievance procedure.

The eleventh matter is as to continuance of local rules or custom of the plant. There would appear to be possible contention arise from the adoption of either the clause proposed by the Employer or the Union.

The Board is unanimous in its recommendation that neither clause be included in the contract.

Dated at Toronto, this 19th day of February, A.D. 1945.

IAN M. MACDONNELL,
Chairman.

ARTHUR WILLIAMS,

NORMAN W. BYRNE,

Members.

Report of Board in Dispute between Yarrows, Limited, Esquimalt, B.C., and Local No. 1, Industrial Clerks' Association

On February 1 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Yarrows, Limited, Esquimalt, B.C., and Local No. 1, Industrial Clerks' Association. Supplementary reports were submitted by Mr. D. R. Anderson and Prof. E. S. Farr.

The Board was under the chairmanship of Mr. James H. Beatty, Victoria, B.C., appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, Messrs. D. R. Anderson, Victoria, B.C., and E. S. Farr, also of Victoria, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the supplementary reports, follows:—

Report of Board

In the Matter of the Wartime Labour Relations Regulations Act and in the Matter of Negotiations for a proposed collective agreement between Yarrows Limited and certain of its employees, members of the Industrial Clerks' Union, Local No. 1.

The Board was established as a result of a recommendation by Mr. R. D. Lemmax, Conciliation Officer, under date of October 25, 1944, and the appointment was made by The Honourable The Minister of Labour on December 16, 1944.

The Board, consisting of Mr. James H. Beatty, Chairman; Mr. D. R. Anderson, nominated by Yarrows Limited; and Professor E. S. Farr, nominated by the members of Local No. 1, Industrial Clerks' Union, was appointed by the Minister of Labour for the purpose of endeavouring to bring about a conciliation upon the working agreements proposed by both Parties.

The representatives of Industrial Clerks' Union, Local No. 1, were: Mr. A. R. Willis, President of the Local No. 1, Industrial Clerks' Union, and Mr. Samuel Dyson, the Secretary-Treasurer of Local No. 1, Industrial Clerks' Union, and Mr. Gerald Lake.

The representatives of the Company were: Mr. F. B. McConnell and Mr. Chas. R. Watson.

Both parties submitted drafts of a proposed agreement which were discussed clause by clause and an agreement was sought on each individual portion thereof. These agreements have been marked as exhibits and have been forwarded to the Minister.

The first objection of the Company was the admission of Fire Wardens or Fire Guards to the Industrial Clerks' Union. As they were in reality the local Fire Department and, as their duties were not in the nature of work which could be termed clerical, the Board was inclined to the opinion that this group was incorrectly classified. However, since they were included in the original certification and bargaining agreement, the Board could not eliminate them from this Union. The Company agreed to this point.

Other points of discussion between the Bargaining Agents were those in which the Union demanded "Closed Shop" and the "Check-off" systems; they also asked for an additional \$15 a month to compensate for having been denied the full Cost-of-Living bonus.

While the Board realized, of course, that they had no jurisdiction over wages, salaries and hours, they permitted discussion on these

subjects, as it was felt that certain misunderstandings in the minds of the appellants would probably be eradicated. It was stated by representatives for the Employees that they felt sure that they had never been given increases of pay as suggested in lieu of Cost-of-Living Bonus and stated that they had received only \$4.25 a month while the other employees received \$19 a month.

For the purpose of clarifying this, the Board made a complete check of the payrolls of the Office Staff of the Company from 1941 and, as a result of this audit, were satisfied that the Company had given increases in lieu of Cost-of-Living Bonus that were, in every case, as much or more than the amount required. Employees' Representatives expressed themselves as being satisfied with this finding.

The parties agreed to all points in the documents, with two exceptions, namely: the "Closed Shop" and "Check-off" systems. Finally the Union made a proposal to compromise by substituting the "Maintenance of Membership" system for the "Closed Shop" plan. This, however, was not acceptable to the Employers.

The Board asked both parties to give further consideration to these points and expressed willingness to meet and hear further arguments on January 15. However, no request was made by the Union so no agreement was consummated. The Union representatives expressed the thought that an agreement would be of no use to them without the "Maintenance of Membership" and "Check-off" systems.

Two public sittings of the Board were held, the first on December 28 and the second on January 12, at which evidence and arguments were heard. Four additional meetings of the Board were held for the purpose of examining the pay roll books of the Company, the membership records of the Union, meeting with the Minister, and in discussion of the evidence.

Messrs. Anderson and Farr, have, after hearing the evidence, submitted written opinions. These are enclosed herewith.

The decision of the majority of the Board was that the Employees should accept the agreements as proposed by Messrs. Yarrows, with inclusion of the Fire Guards.

Although the minds of both parties did not meet in complete agreement, all negotiations were carried on in the most cordial and friendly manner and the Members of your Board feel that both sides were sincere in their desire to bring about a conciliation.

(Sgd.) J. H. BEATTY,
Chairman;

(Sgd.) D. R. ANDERSON,
Member of Board;

(Sgd.) E. S. FARR,
Member of Board.

Supplementary Report

In association with the other members of this Board, I have given very careful consideration to the evidence submitted, to the arguments presented and to the supporting reasons adduced, all laid before us in respect of the different questions arising between Yarrows Limited and the Industrial Clerks' Association. I wish to thank the representatives of both parties for the eminently fair and reasonable manner in which they have submitted their respective cases and I feel that with a continuation of the co-operative spirit which they have both demonstrated, a satisfactory and equitable settlement can be reached and a working arrangement established.

A number of meetings took place between the two interested parties during the summer and early fall of last year with a view to attaining agreement and ultimately, these meetings having failed in their object, a Conciliation Officer of the Provincial Government was appointed. The recommendation of the latter to the Minister of Labour was that, to achieve harmony, it was his opinion that a Conciliation Board be selected, and along with the two other members I was nominated to act upon this Board. Professor Farr was chosen by the Union; the employer nominated myself, and Professor Farr and I mutually agreed that Mr. Beatty would be an acceptable and unprejudiced chairman. While I use the word "unprejudiced" particularly in referring to the Chairman, I can assure the disputants that my colleague, Professor Farr, and I have listened to you both with equally unbiased minds and I am sure that our findings and opinions are in no way influenced by any personal affiliations that we may have. I have been very happy in the association of both my colleagues on this Board and whether they disagree, jointly or individually, with my findings, I can assure both parties hereto that they can be confident of having received a disinterested hearing and the decision whether it be unanimous, or a majority opinion, will be one on which I hope you will both act.

It is not my intention to recite in detail the various phases which led up to the appointment of this Board, nor do I wish to reiterate the review made by the parties concerned of the several meetings that took place between them attempting to effect a reconciliation. I do this intentionally as I can see no useful purpose being served in studying the labour pains which gave birth to the twin agreements now before us—that of the Industrial Clerks' Association and that of the employer. Suffice it to say that those two propositions are now presented for our consideration and it is my duty only, to express an opinion on the points

of dissension between them, in the hope that this may assist both parties to a mutual and acceptable understanding. That does not mean that the records of the preliminary meetings have not been studied and have not served to illuminate these present proceedings; nor do I intend to ignore pertinent questions presented in the briefs, arguments and evidence of each party, that are the proper subjects for an expression of opinion by this body. These, however, will only be treated as collateral to the main issue and indicative of the intentions and wishes of the parties concerned.

I shall first deal with one such side issue which we followed up very closely, although it was a matter outside the jurisdiction of this body; that is, Clause D of Article 5 of the Association's proposed agreement which refers to Cost of Living Bonus. In this Clause it is suggested that "An additional fifteen dollars per month shall be paid on the present basic salaries shown in Article 5, Clause C having respect for the present prevailing salaries, to compensate for having been denied the full Cost of Living Bonus". As I have said, this is a matter for the National War Labour Board, but during the hearing it appeared to me that there was a feeling among the Union representatives that their members had been unfairly treated by the Company in this respect. The Board, therefore, heard evidence and argument in respect of this question and, as is shown in the transcript, I stressed very firmly that the employees should be permitted to develop their contention. My colleague, Professor Farr, also stressed that we should ascertain the facts in this regard so that it could be demonstrated whether or not clerical employees had been treated unfairly in the matter of Cost of Living Bonus, probably because of their being non-unionized.

It was mutually agreed that the Board should visit Yarrows Ltd. in order that an inspection of the Company's payrolls could be made with a view to determining whether a sufficient differential had been made in wages in the years 1941 and 1942 to discover whether, apart from other considerations for increase, the employees affected had been granted an upgrading of salary commensurate with the additional cost of living.

For our convenience a statement was prepared by the Company showing the changes in salaries for each employee concerned during the years 1941 and 1942. This was submitted on affidavit by the Secretary-Treasurer of Yarrows Ltd. and was examined in detail by my colleagues and myself. The study of this list of comparative salaries left no doubt in my mind that the employees had been fairly treated by the Company and that the increases

in salary in lieu of Cost of Living Bonus were consistent with the bonus being paid to those hired on an hourly basis. While this Board, of course, could not assent to the inclusion of Section D, Article 5 of the Association's proposed agreement, changes in rates of compensation being exclusively a matter for the National War Labour Board, I think that the time was well spent in investigating the employees' contention, and the result of our examination of the figures will, I hope, convince the Association representatives that the representation of inequitable treatment of clerical employees in the matter of payments in lieu of Cost of Living Bonus was mistakenly founded.

Another question over which considerable discussion took place, was the matter of the inclusion or exclusion of the Fire Guards as members of the Union. Subsequent to the first public session, the Board felt that in view of the certification of bargaining representatives by the Provincial Minister of Labour including Fire Wardens, it did not appear to be our function to decide for or against their status of membership. It appeared to us that we could not now properly express an opinion, even although it was a matter of submission to us and a point of contention between the parties, when the Minister of Labour in his certification dated June 10, 1944, had expressly designated the classification "Fire Wardens" as being included with the other prescribed departments as members of the body then formed for collective bargaining purposes. In order to clarify this situation, a meeting was arranged with the Minister, the Honourable George S. Pearson, and the Registrar, Mr. Gault, when a ruling could be obtained.

At this meeting the whole question was fully and frankly discussed terminating in the Minister's decision that it was not within the powers of this Board to exclude from any proposed agreement any group included in the certification. Representatives will thus understand that any agreement that may be mutually reached following this session must include Fire Wardens until such time as a new certification by the Minister is granted. It will then be in order for the Company, in my opinion, to take exception to their inclusion within the statutory time limitations.

As a matter of record I may say that I personally do not consider the Industrial Clerks' Association to be the appropriate Union for fire warden membership in view of the absence, so far as I can discern, of any community of interest between them and the purely clerical departments eligible for membership.

It is conceivable that the insertion of such a group, or a similar group whose function is

not primarily clerical, might have the ultimate effect of creating within the Union a body of interest which would not be sympathetic, and might well be antagonistic, to the requirements and wishes of those members for whom the Association is properly intended, that is, the clerical staff.

I commend this opinion to the particular attention of the employees' representatives for their careful consideration reminding them that the strength of their Union and its value in industry, both to employer and employee, depends not so much on its numerical strength but in its attracting, having, and holding in its ranks those whose craft, aspirations and interest are founded on a common base.

In common with all other callings the Fire Wardens are entitled to representation but the selection of their representatives should not be a matter of temporary expediency as it seems to me may have been so in this case. I may mention that, as a point of information the Board ascertained from the Labour Department that at the time of certification the necessary fifty-one percent was obtained in the various departments exclusive of the Fire Wardens.

During the hearing various views were expressed as to the scope of the phrase "in a confidential capacity". It is fortunate that the ultimate significance of these words need not be elaborated upon by this Board as both parties showed a spirit of reasonableness in determining the type of employee who could be considered as "Confidential". After all the question of who is or who is not employed in a confidential capacity is far better decided by those having intimate knowledge of an operation than by Act of Parliament or by Order in Council. Both parties have in this respect shown great goodwill and mutual understanding on which they should be congratulated and which I am confident will be continued in their future relations. The Company has shown marked restraint in the nomination of confidential personnel and the Union representatives have been equally co-operative in their acceptance of the Company nominees. We may therefore properly leave that question to the parties concerned.

It was requested by the Board that a statement of the members of the Union in good standing as at the date of the first public session be submitted. Such a statement, given us on an affidavit affirming its accuracy, was sworn to by Mr. Dyson. Coincident with this a detail of the clerical staff of Yarrows Ltd. was asked for and received; Mr. McConnell affirming its correctness.

The purpose of the Board in making these requests was to ascertain the present strength

of the Union in relation to Yarrows total staff. Remember, this information is only valuable to us insofar as it indicates the healthiness or otherwise of the Association, and as an aid to us in considering its representative bargaining capacity as it affects all interested parties, union or non-union. My recollection is that it was understood that the figures thus obtained would be treated as confidential and I shall avoid introducing them at this time.

From the information we have received there could be no question but that there has been a marked declension in the Association's membership since its inception and since the date of certification. That, of course, does not immediately concern the Board as we must deal with the questions before us on the representative status at the time of certification. So far as I am concerned, a marked falling off in the membership must, however, be taken as indicative of the trend and inclination of the employees most intimately concerned, and must thus be one of the determining factors in my consideration of the merits of the proposed agreements now before us.

A memorandum was submitted by Yarrows Ltd. directing the attention of the Board to various sections of the Industrial Conciliation and Arbitration Act of 1943, the Labour Relations Wartime Regulations Act of 1944 which more or less superseded the Act of 1943, and P.C. 1003 in relation to the validity of the bargaining representatives continuing beyond a six months' period when no collective agreement had been reached within that time. It was quite proper for the employer to raise this question and I believe that his only reason for doing so was to have a rather obscure point cleared up. I am sure it was not done with any intention of embarrassing these proceedings.

The Board, in consultation with the Department of Labour, gave full consideration to the employer's representation and it was found that the bargaining representatives will continue in office for the period stated in P.C. 1003 whether or not any agreement has been executed between the parties. A previous ruling has been made in this connection and it is referred to in the letter received by us from the Registrar which has been entered in the record of these proceedings.

I have dealt rather extensively with all these elements as preliminary to the consideration of the main agreements.

Some of the preceding questions form clauses of the proposed agreements and need not be dealt with again. Other points which I have discussed in this connection have been irritants to either one or the other party and I hope that we have succeeded in removing

doubts which previously existed merely through insufficient information. The chief function of the Board is conciliatory and I see no good reason why we should not now be in a position to achieve a signed agreement at the end of this session. I may mention at this point that the Fire Wardens' working conditions being so different from those of the clerical staff that there will have to be a special clause inserted for them or a separate agreement drawn up. There is no objection to the latter course if it should be thought more convenient so long as it coincides with the agreement we decide upon in all the other clauses.

A reference to the transcript will, I think, show very clearly that substantial agreement was reached between the representatives of both parties to most of the clauses in the proposed agreements, and, in fact, with a few minor and relatively unimportant adjustments, practically all these clauses are interchangeable between the employees' and the employer's proposals. Other clauses, such as the one dealing with returned soldiers, it was agreed to discard as it could not usefully be included; and the grievance procedure clauses in the employer's proposal was accepted by the Union representatives.

The Fire Warden matter having been disposed of, we have thus only two points of contention; these are, Clauses A and D of Article 2 in the Association's proposal. These sections propose a "closed shop" and the collection of Union dues by the Company through the medium of the payroll. The employer's representatives refuse to enter into any agreement which contains these clauses.

After very full consideration I agree with Yarrows Ltd. in this respect and I feel that it would be most unfortunate if we should fail to obtain any agreement at all because of the Union's insistence upon their inclusion. The Union representatives may say to me that the agreement may be avoided or postponed just as much by the employer's insistence upon their exclusion. It could be. But it is my duty to form an opinion as to whether these clauses being in the agreement are more beneficial to the community, the industry, the employer, and particularly to the Union itself, than by their being left out. From every angle it appears to me that it would be more advantageous in the long run to omit them. My reasons for reaching this conclusion are these:

The "closed shop" or its alternatives, the "union shop" and the "maintenance of membership" clauses, all having essentially the same result in application, cannot, I consider, be appropriately included in the agreement now being negotiated between the parties in this

case. It is unnecessary, I think, to recite the variations between those different clauses as the representatives of both parties are well acquainted with them and their several implications. I should, however, like to mention that this Board, after deciding to exclude a "closed shop" or "union shop" clause, dealt very fully with the possibility of inserting in the agreement for your mutual acceptance a "maintenance of membership" proviso. This clause, as you are aware, would read something like this: "The company agrees that any present employee, who, on the date of certification was a member of the union, or who has since become a member of the union, shall as a condition of continued employment maintain membership in good standing, and any employee who hereafter, during the life of this agreement, becomes a member, or is reinstated as a member of the Union, shall as a condition of continued employment maintain membership in good standing."

I am personally opposed to the inclusion of such a clause in the agreement we are now negotiating, particularly because it eliminates personal decision on the part of the employee and precludes him or her from changing his or her mind on pain of dismissal. It is quite within the bounds of possibility that with such a proviso in the agreement the Union might find itself with a dissatisfied membership, or at least a disgruntled section, who would activate against the best interests of both employer and employee, who after all, have a common interest which can best be developed and maintained by a harmonious relationship based on voluntary and unconditional membership of a properly representative association.

I would therefore, urge the Union representatives to assent to a collective agreement along the lines proposed by Yarrows Ltd. and elaborated in what I have said. It may be urged by these delegates that I am gilding the gingerbread and offering them the shadow instead of the substance. This is not so. I am asking them to accept an agreement, the acquisition of which is in itself a long forward step in your march towards unionization, keeping in mind your depleted membership since certification and that you represent the interest of non-members as well as members employed on Yarrows clerical staff; an agreement which is in my opinion, generous in its terms and establishes you on a sound basis and which, with the exercise of a reasonable attitude on the part of employer and employee, should operate to the advantage of both.

I have said nothing about the "check off" proposed in Clause D as I do not think it could

function effectively without Clause A being included. I may say, however, that I am opposed to it in principle.

I thank you, gentlemen, for the patience with which you have listened to me and I hope that you will carefully consider this opinion in the spirit in which it is offered,—that of conciliation and for what I believe to be best for both interested parties.

(Sgd.) D. R. ANDERSON

Supplementary Report

Mr. JAMES H. BEATTY,
Chairman,
Board of Conciliation,
Victoria, B.C.

Re Yarrows Limited and the Industrial Clerks' Association

DEAR SIR:—In the attempted conciliation between the aforementioned parties, Mr. D. R. Anderson, Commissioner, presented an extensive and eminently fair summary of the points at issue with a plea for the two parties to come to an amicable settlement. His able argument upheld by the Company's witnesses was to the effect that the Union had much to gain in accepting Yarrows' proposed agreement, and that from this start the Union could progress and on a good record secure further concessions from the Company. The Company's representatives for their part strongly contended that Yarrows had gone a long way during the negotiations in being ready to enter into an agreement with the Union.

The Union representatives on the other hand stated that the Union members believed that all that Yarrows were ready to concede was already given to the employees without an agreement in such government orders as Section 4 of P.C. 1003 of the Wartime Labour Relations Regulations.

The Union held for the principles of a closed shop and the check-off system. I pleaded with the Union representatives to surrender the closed shop position and to go as far as a modified maintenance of members clause, and to accept a check-off plan which would only apply at the request of the unionized employee. On both points the Union yielded, but the bargaining representatives from the Company would not accede or felt that they were without authority to go farther than the recognition of an open shop union without check-off support.

At our last meeting on January 12, the Commission made a last appeal for a settlement, and expressed readiness to meet again for further consideration should either party have any further reference or proposal to make. Failing word from either party, the Commission's duties ended on January 15.

May I add that the sessions and all negotiations were carried on in a friendly manner, and that all parties appeared to be in earnest in seeking a satisfactory conclusion to the conciliation efforts.

Respectfully yours,

(Sgd.) E. S. FARR.

Report of Board in Dispute between Upper Canada Mines, Limited, Dobie, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union

On February 6 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Upper Canada Mines, Limited, Dobie, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union. A minority report was submitted by Senator J. J. Bench, K.C.

The Board was under the chairmanship of Dr. Cecil A. Wright of Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, the Hon. Senator J. J. Bench, K. C., of St. Catharines, Ont., and Mr. Drummond Wren of Toronto, appointed on the nomination of the employees concerned.

The text of the Board's report and of the minority report, follows:—

Report of Board

Re Wartime Labour Relations Regulations, P.C. 1003, and re Upper Canada Mines Limited, Dobie, Ontario, and Kirkland Lake Mine and Mill Workers Union (Local 240, International Union of Mine, Mill and Smelter Workers.)

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

At a sitting of the Board held in Toronto, on Monday January 8, the employees were represented by Thos. F. McGuire and Bernard Doherty, both being International Representatives of the International Mine, Mill and Smelter Workers; and the Company by R. J. Henry, Resident Manager of the Company and R. F. Wilson, K.C. as Counsel. Both written and oral representations were made to the Board.

THE FACTS AND ISSUES

The present Union was certified as the collective bargaining agency for the hourly rated employees of the defendant Company, excepting office staff, etc., by order of the Ontario Labour Court, under the provisions of the then existing Ontario Collective Bargaining Act on May 10, 1944. Such certification, made in proceedings contested by the

Company, followed a vote ordered on March 10, 1944, and taken on March 20, 1944. Of the 165 employees eligible to vote, 153 ballots were cast and of these 128 were in favour of the present union, 23 in favour of the Upper Canada Employees' Association, and one ballot rejected. At this time, therefore, more than 75 per cent of the employees supported the Union as its representative for collective bargaining. At the present time, the eligible employees number about 146, and of these the Union claims about 86 per cent as members in good standing, and at the hearing produced individually signed authorizations from over 120 employees (a sample copy of which is attached hereto) by which the individuals expressly authorized the Union to negotiate for a maintenance of membership clause and check off, and by which they purported to engage to remain a member of the Union in good standing for the duration of the agreement while an employee of the Company, and further "authorized" the Union to "authorize" the Company to deduct monthly Union dues from their wages. These authorizations, while purporting to be signed by the employees, were not witnessed nor proved in any fashion, although it is fair to say that they were turned over to the Company for examination and were not challenged as being anything other than they purported to be.

It is apparent, therefore, that the Union in the present case commands an overwhelming majority of employee support. Considerable emphasis was placed by the Company on the fact that there was a heavy labour turnover at the present plant running in some years from 80-100 per cent. If that be so, the Union is apparently attracting new members since the proportion of Union members to those eligible would appear to have increased. As both sides placed emphasis on the history of Company-Union relations leading up to the present demands, some brief reference to the salient factors which furnish the background for the present dispute seems necessary.

That background furnishes a picture of Company opposition and what might be called open hostility between the present Union and the gold mining companies—of which this is one

—operating in the Kirkland Lake—Larder Lake district.

In June of 1941, the present Union requested this and eleven other mines in the district to meet and negotiate a master agreement. This was refused by all twelve companies. Eventually conciliation proceedings were instituted and a Board of Conciliation was established to deal with the dispute in all twelve mines. A unanimous recommendation was made that Local 240 be recognized and negotiated with in all the mines. As the Company's brief in the present dispute states: "This recommendation the twelve mines refused to accept, because they considered this Union at that time to be Communistic in character, a disturbing element in the community, and that the C.I.O. was anti-British." Following this, strike votes were taken in all the mines, and of the producing mines a majority in favour of a strike was recorded in all save the present Company and one smaller mine. In the Upper Canada mine, the vote is stated to have been 95 against and 75 for a strike, out of 182 eligibles. Then followed a strike in the other mines which lasted for three months, from November 18, 1941 to February 19, 1942. Whether no strike took place at Upper Canada because, as the Company suggested, the Union did not command a majority there at the time, or for other reasons, is not necessary here to determine.

During 1942, an organization known as the Upper Canada Employees' Association was formed, and one can infer that it was organized to meet the growing influence of the present Union. In October of 1943, the present Union applied to the Ontario Labour Court for certification. On the Company's contestation, further proceedings were adjourned and no vote directed because of what the Court described as "vicious propaganda" of the Union at or about the time of the application. The vote of March and the subsequent proceedings ending in certification have already been mentioned.

Following upon the certification, collective bargaining was entered into, and as a result an agreement was signed September 18, 1944 (a copy of which is attached hereto) and under which the parties have been acting. At the time of the signing of the agreement, a Memorandum was signed (which appears at the beginning of the printed agreement) by which it was expressly stated that no agreement had been reached on four issues:

- (1) Maintenance of Membership.
- (2) Check-off.
- (3) Time and on-half over eight hours in any one day.
- (4) Time and one-half for the last of four named holidays.

It was further provided that "the signing of the attached articles shall not interfere with the right of the Union to have these issues dealt with further under P.C. 1003".

An agreement on these matters not having been reached between the parties, the present Board was established and the above four issues came before the Board as, to use the language of s. 13 (2) of P.C. 1003, "matters on which they have not agreed".

Before the Board, both parties agreed to withdraw consideration of items 3 and 4 relating to time and one-half over eight hours, and on holidays, as being matters not within the competence of this Board, on the understanding that they might be presented before whatever appropriate Board has jurisdiction to deal with them. This leaves for consideration only maintenance of membership and check-off.

Before proceeding to deal with these issues the salient facts from the foregoing may be noted:

(a) This is a first agreement between the parties;

(b) The employees of the present Company overwhelmingly support the present Union now and did so at the time of certification proceedings;

(c) The present Union has been organized in the present Company's plant since 1941, and a unanimous recommendation of a Conciliation Board of that year suggested that it be recognized by the twelve Kirkland Lake Mining Companies of which the present Company was one;

(d) This recommendation was not accepted by the present Company, nor by the other Companies, because of express hostility to the aims and objects of the Union and as a result a strike of three months' duration occurred in mines other than the present Company's;

(e) Although, following legislation which compelled the recognition and negotiations of certified bargaining representatives, the Company has carried out its legal obligation of negotiating with, and indeed, concluding a partial agreement with the Union, counsel for the Company was quite candid in stating to the Board that the Company did not "approve" of the present Union and, in fact, was opposed to doing anything that "will help the perpetuation of the Union".

In light of these facts it became evident to the Board that any attempt to conciliate the parties or to effect an agreement regarding the two issues was impossible. Under these circumstances the Board is faced with the problem of reporting its "recommendations to the Minister" as required under s. 13 (2) of P.C. 1003.

JURISDICTION OF BOARD RE RECOMMENDATIONS CONCERNING "UNION SECURITY" PROVISIONS

An argument of far-reaching importance was urged before the present Board to the effect that it was beyond the jurisdiction of the Board to make any recommendation on the two issues before it, both of which can be

loosely described as "union security" clauses. As we understand the argument it proceeds somewhat as follows. P.C. 1003 provides in s. 10 for compulsory collective bargaining with a view to concluding a "collective agreement". In the event of failure to agree, a Conciliation Board under s. 13 shall eventually attempt to effect an agreement and, on failure so to do, make recommendation to the Minister. "Collective agreement" is, by s. 2 (1) (d) defined as meaning an agreement containing provisions "with reference to rates of pay, hours of work or other working conditions". "Union security" clauses, such as in issue here are not, so it is argued, "other working conditions" and hence, there is no duty to negotiate concerning them, no duty on a Board to attempt to effect an agreement concerning them, and in particular not only no duty but no jurisdiction in a Board to make any recommendation concerning such matters which are completely outside the scope of P.C. 1003.

Such argument, (which concedes readily enough that parties *may* agree on these matters, and only insists that "union security" clauses are removed from the Regulations) places all the emphasis on the terms "other working conditions" which, it is urged, means terms having solely to do with the manner, method and physical conditions pertaining to the actual work performed by an employee for his employer. If this argument be sound it wipes the foundation for the making of recommendations from under the majority of Conciliation Boards which have been established under P.C. 1003. It must be noted that with the battle for Union recognition won and given legislative sanction, (a battle which was formerly the basis of most employer-employee disputes and was, as the history of events in the present case shows, bitterly contested before the Conciliation Boards established under the former Industrial Disputes Investigation Act) the present main source of industrial disputes undoubtedly is concerned with clauses concerning some phase of "union security". If the Company's argument be sound P.C. 1003 has by s. 48 suspended the operation of the Industrial Disputes Investigation Act which has, throughout the present war and before, embodied and extended the principle of conciliation boards dealing with industrial disputes and making recommendations for their settlement, and has provided nothing to take its place in dealing with the current source of labour disputes. In Regulations expressly made so that "the differences between employers and employees should be settled by peaceful means," and which by Ontario legislation have been extended to in-

dustries within the jurisdiction of the Province, we cannot believe that such is the purpose or intent of P.C. 1003.

From a reading of the Regulations alone, "working conditions" as used in s. 2 of P.C. 1003 seems to us to be a phrase capable of bearing the interpretation of any terms on which an employee wishes to work, or on which an employer wishes an employee to work. Certainly instances are not unknown in the past where an employer insisted on an employee joining an employees' association and contributing to benefit funds etc. as a condition of work or employment. To-day such matters are not to be left to the arbitrary control of the employer but are to be negotiated by joint conferences between the employer and the bargaining representatives and eventually, if ever, adopted by mutual agreement.

To confine "working conditions" to terms relating to actual physical "work" to be done by an employee would, as we see it, eliminate such common matters as grievance procedure. Further, such terms might, on a strict construction, relate to conditions during actual working hours only. This has, indeed, been suggested as following from the *ejusdem generis* rule, which would have the general words "working conditions" limited by the specific enumeration of the preceding words, "pay" and "hours of work". On the contrary, however, in a dissenting report made in the dispute concerning the Sun Publishing Co. Ltd. ((44 LAB. GAZ. 1943 at p. 1499) while "working conditions" was construed as to exclude "union security" provisions, it was, apparently, agreed that provisions concerning "lunch rooms" might be included. Admittedly this is not a term relating to actual work during working hours. It is, however, a term on which the employers and employees have agreed that the employees should work for their employers. So are grievance procedures, seniority rights, and many other commonplace provisions which are customarily included in collective agreements and which can scarcely be related to the actual manner in which physical "work" is performed. We do not understand anyone to have made or attempted a detailed or positive delimitation of what is or is not to be included in a phrase capable of such wide import. We do not believe such delimitation is possible nor that "working conditions" can be any narrower than the content of the employer-employee relationship itself,—a content whose boundaries it is not possible, at any given time, to confine within rigid limits.

It is significant that the only things which we have seen definitely challenged as not

falling within working conditions are the so-called "union security" clauses. Perhaps the chief difficulty in recognizing the wide scope which we believe should be given to the term "working conditions" arises from the attempt to describe such clauses as being matters of concern between the employee and the union as contrasted with matters of mutual concern to employer and employee. We do not believe that such a distinction is properly made. If the employees through their "representatives" wish to make it a term of employer-employee relation that some benefit be given to the union acting as their representative, we cannot see how the "security" resulting to the union from this employer-employee bargaining can be placed in any separate category different from, for example, a rise in wages, or a provision for sickness benefits to an employee's dependents. The rise in wages is for the benefit of the employee; the sickness benefit, for his family; the union security provisions for his bargaining representative. All are matters of employee concern and, when made a matter of negotiation as terms of a collective agreement on the basis of which employees wish to work, they become matters of mutual concern of employer and employee. This is not to say that any form of "union security" is approved or recommended by P.C. 1003. To suggest that because the latter requires an employer not only to negotiate in good faith, but to make "every reasonable effort to conclude a collective agreement" implies, if one includes "union security" clauses as "working conditions", an employer *should* accept "union security" provisions is, to our minds, to misread the Regulations. There is no such general approval any more than there is a general approval to a rise in wages or a limitation of working hours. All these things are subject to negotiation, and failing agreement, P.C. 1003, unlike the American National Labour Relations Act, provides for conciliation procedure of a resulting dispute. With wages and hours removed from collective bargaining at the time of enacting P.C. 1003, the company's argument would, if the *ejusdem generis* rule were applied strictly, limit and remove from collective bargaining, compulsory negotiation and conciliation many matters to which voluntary bargaining and conciliation had theretofore extended. We cannot believe such to have been the purport of Regulations designed to procure industrial peace by negotiation and conciliation.

Considerable argument was advanced that "closed shop", "union shop" or "maintenance of membership" clauses, would impede the free choice of organization guaranteed by P.C. 1003 and interfere with the right to choose new

bargaining representatives as provided in secs. 9 and 19. Such arguments would seem germane to an issue whether such clauses were even permissible or legal. We do not understand it to have been seriously questioned before us that employers *could* agree to such provision if they chose. We fail to appreciate the argument which recognizes the legality of such provisions but states that their operation is opposed to the right of freedom to organize and hence not withing "working conditions". The clauses are either legal or illegal as contrary to P.C. 1003. If legal, we do not know what they can be styled if not "working conditions" for the unit covered by the agreement. If "working conditions" they are proper subject matters for negotiation in good faith, and, if a dispute arises in such negotiations, are, as they have been here and in other cases, proper subjects for reference to, and failing conciliation, recommendation by a Conciliation Board.

We would have been content to rest our opinion on the impossibility of delimiting what is and what is not a "working condition" within the sphere of demands made by employees as a term or condition on which they choose or would like to work or by employers as to conditions of giving work. In view of the importance of the point, however, and the examination of authorities which both counsel for the company and the members of the Board have made, we believe we should give further expression to the views which lead us to hold against the Company's contention.

We were referred to the Wartime Wages Control Order, P.C. 5963 of July 10, 1942, and in particular s. 23, as indicating that a distinction was contemplated between "terms of employment" and "working conditions". That section did speak of altering a "*term of employment*" including any rule, regulation or practice governing the "*working conditions*" of employees which would have the effect of changing wage rates. From this, it is argued that "working conditions" was used as a phrase of different import, and not synonymously with, "terms of employment". We readily admit this possibility although it still does not furnish any definite guide as to the content of either phrase; and it is worthy of note that in secs. 18 and 20 of P.C. 9384 of December 9, 1943 (the successor to P.C. 5963) the reference to "working conditions" is eliminated and only the phrase "term of employment" continued. Whether the draftsman actually intended to change the law or to treat the two as synonymous is impossible to say, particularly as s. 29 (b) P.C. 9384, refers to "work or duties performed" and "terms of employment or working conditions". It is our opinion

that it was not the intention in any of this legislation to contrast different subject matters by the use of "or" (e.g. "work or duties") so much as to link what might be described as "convertible and equivalent synonyms". In any event the subject matter of Wage Control regulation is unrelated to collective bargaining or labour disputes arising in the course of negotiating collective agreements which admittedly constitute the subject matter presented to this Board.

We cannot ignore, either, the fact that many Boards have made recommendations concerning "union security" and that the Minister has established Boards where that was the sole issue for consideration by the Board. While these matters are not conclusive, they do indicate that P.C. 1003 has been considered both by Boards and the Minister responsible for its administration as embracing the situation before us. Indeed the printed form now in use by the Minister in establishing a Conciliation Board states that the Minister "is satisfied that the said dispute is one to which the provisions of the said Regulations apply." We do not say these matters are determinative, for if there be clearly no jurisdiction a succession of Boards established contrary to law or recommendations made without legal justification cannot create jurisdiction, but in the absence of clear authority to the contrary we believe that we can have regard to this practice as supporting the view which we have reached on the wording of the Regulations that subjects of dispute as to the terms of an agreement being negotiated between the representatives of the employees and the employer—and therefore terms on which existing employees will work and new employees be hired to work—come, in the absence of express indications to the contrary, within the term "working conditions".

It is impossible to construe P.C. 1003 save in the light of the history leading to its enactment and we might add, in light of other similar legislation which furnished the source for the present legislation. The method adopted by Dominion legislation for the settlement of labour disputes during the early years of the war was to extend to war industries the provisions of the Industrial Disputes Investigation Act. The underlying objects of that Act are well known. To the widely extended industries to which it applied during the early war years, if a dispute were not settled, provision was made for the establishment of a Conciliation Board to hear the parties, attempt a settlement, and, failing the latter, recommendations were made to the Minister. Strikes or lockouts until after the proceedings before a Board terminated were declared il-

legal. By this Act a "dispute" meant any difference "as to matters or things affecting or relating to work done or to be done. . . . or as to the privileges, rights and duties of employers or employees" and amongst an enumeration of topics, included "the mode, terms and conditions of employment."

It is clear that the procedure of this Act has furnished the basis for the provisions of the Act relating to Conciliation Boards under P.C. 1003 although the nature of the "dispute" has now changed. Under the old Act, it is common knowledge that one of the chief sources of disputes concerned the question of union recognition for purposes of collective bargaining. P.C. 2685 purported to indicate certain Governmental policy with regard to industrial relations or, in the language of the order "labour conditions." Amongst the "labour conditions" discussed occurred the clauses from which the present definition of a collective agreement in P.C. 1003 was undoubtedly taken. Clause 7 of P.C. 2685 spoke of the employees being free to negotiate through trade unions or other representatives "concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement."

Under the old Act, and the principles of P.C. 2685, the chief struggles before Boards of Conciliation in the period immediately preceding the passing of P.C. 1003 concerned "union recognition". Board after Board made recommendations on this question. Other, although fewer, Boards were beginning to face "union security" issues in cases where the employer had already recognized the union. Both of these issues came before Boards in an endeavour to settle disputes and both, apparently were deemed to concern either "mode, terms and conditions of employment", "labour conditions" or "working conditions". All these phrases were used indiscriminately and, we believe, without any attempt to distinguish between them. The chief concern was to settle labour disputes and no one can deny that both recognition and "union security" have been and are historic causes of labour disputes.

As many employers still refused to grant union recognition, and as recommendations of Boards were—as they are today—without any legal sanction the next step was towards a form of compulsory collective bargaining. In Ontario, this step was taken by the Collective Bargaining Act of 1943 which set up a procedure for certification of bargaining agencies and provided a duty to negotiate with such certified agency looking towards a "collective bargaining agreement" which was defined as one "setting forth terms and conditions of employment." This Act did not contain any

procedure for conciliating the differences which might arise during the negotiations.

Eventually P.C. 1003 was passed providing, like the Ontario Act, for compulsory collective bargaining with certified representatives, with the addition of procedure from the old Industrial Disputes Investigation Act, for the conciliation of differences that might arise during the bargaining process. By provincial legislation in Ontario P.C. 1003 also supplemented the Collective Bargaining Act there.

From this recital of facts it seems apparent that the question of industrial disputes and their peaceful settlement furnished the starting point for all the legislation. Further, it is apparent that throughout the various enactments, terms such as "working conditions", "labour conditions", "mode, terms and conditions of employment" are used interchangeably to cover the common ground of matters of concern between employers and employees which (a) might give rise to a dispute, and (b) might furnish the subject matter of a collective agreement and thus eliminate disputes. The net effect of the legislative history to date is to remove from Conciliation Boards the issue of recognition but to leave them, as we see it, in exactly the same position as they were in before with regard to disputes arising in the course of bargaining negotiations. Since compulsory settlement of disputes concerning the interpretation or violation of a collective agreement is expressly provided for in P.C. 1003, s. 18, one can understand why the wider scope of the Industrial Disputes Investigation Act was felt unnecessary and abrogated in favour of a collective agreement.

It is possible to argue that the Industrial Disputes Investigation Act contrasts "matters or things effecting or relating to work" on the one hand and "the privileges, rights, and duties of employers or employees", on the other; and to say that the former is equivalent to "working conditions", while the latter gives an extension of that phrase to other unrelated matters. It can then be said that P.C. 1003, in adopting "working conditions" as the subject matter of a "collective agreement", and consequently of matters forming a dispute in the negotiation of such agreement, consciously took the narrower view, and by rejecting the wider alternative limited matters of agreement—and matters of dispute to which Conciliation Boards were made applicable—to this narrower meaning. We understand this view to have found favour with one member of this Board. While this seems to us the most formidable argument against the wide interpretation which commends itself to us the manner in which "working conditions" has been used in the Dominion legislative enactment and regulations

already examined, and its use in American legislation to be referred to later, leads us to the conclusion that such a choice was not consciously made with any view to limiting with any precision terms of work or employment.

"Working conditions", in light of previous Dominion legislation seems to us to be a compendious phrase indicative of terms on which employers wish to employ or employees wish to work and which are deemed serious enough by either side to be included in an agreement or to give rise to such differences of opinion as to result in industrial warfare. That clauses concerning "union security" are of this kind we have ample evidence. To treat them as omitted from the Conciliation procedure which has been a feature of Dominion labour policy throughout the present war, would require something more explicit than the definition of a collective agreement in terms of "working conditions".

Our examination of American legislation and experience confirms us in our belief that "working conditions" can not be given the restrictive effect argued for by the Company. It is an accepted fact that the National Labor Relations Act of the United States furnished the basis of much of our compulsory collective bargaining legislation. It is not so well known, however, that the limited American Railway Labor Act of 1926 (as amended in 1934) not only was the precursor in a limited field of the general American Act later adopted, but in many respects, much more closely resembles the actual operation of our present Dominion legislation. It is also in the 1926 Act that the expression "working conditions" appear, so far as we have been able to discover, for the first time. That Act was passed *inter alia* "to provide for the prompt and orderly settlement of all disputes concerning rates of pay, rules or working conditions" (s. 2). Stone J. delivering the judgment of the United States Supreme Court in *Virginian Ry. Co. v. Federation* (1937) 300 U.S. 515 at p. 553 states succinctly the objects of the Act in language which might equally apply to our present legislation: "Its provisions were aimed at the settlement of industrial disputes by the promotion of collective bargaining between employers and the authorized representatives of their employees, and by mediation and arbitration when such bargaining does not result in agreement".

When the National Labor Relations Act (Wagner Act) established a general system for authorizing or certifying bargaining representatives and compelling the employer to negotiate in good faith (without, however, any conciliation procedure as in P.C. 1003) s. 9

used somewhat different language than that of s. 2 of the Railway Labour Act. It provided for collective bargaining "in respect to rates of pay, wages, hours of employment, or *other conditions of employment*". We believe that this last term is in no way different in kind from "working conditions", and this is shown in language of the N.L.R.B. which, shortly after the passing of the Act spoke of negotiating on "wages, hours and basic working conditions", (See Atlantic Refining Co., 1 N.L.R.B. 359 at 368.)

Counsel for the Company admitted in a supplementary memorandum supplied to the Board on this issue that if the words of s. 2 (1) (d) had been "other conditions of employment", as in the National Labor Relations Act it would be "doubtful" if the Company's argument could stand. As indicated no distinction between the terms seems to have been made in N.L.R.B. decisions, and the Company referred us to *St. Joseph Stockyards Co.* (1936) 2 N.L.R.B. 39 where the Board, speaking of a collective agreement said that "customarily (it) will have to do with wages, hours and *working conditions* The purpose has been to stabilize the *terms of employment*" This interchangeability of phrases supports the view that the American and Dominion phraseology was not consciously used for the purpose of drawing any such distinction as the Company maintains.

Further, Hughes C. J. in *N.L.R.B. v. Jones & Laughlin* (1936), 301 U.S. 1 at p. 44, after referring to the analogy between s. 2 of the Railway Labor Act and 3. 9 of the National Labor Relations Act, spoke of the latter as imposing a duty on the employer "of conferring and negotiating with the authorized representatives of its employees *for the purpose of settling a labour dispute.*" This confirms the view which we reached above that any matter between employee and employer serious enough to constitute a dispute is a matter for bargaining and agreement. Further support for this view is afforded by *Stone J. in National Licorice Co. v. N.L.R.B.* (1940), 309 U.S. 350 to 360.

With the legislative policy of leaving disputes over such issues as "union security" to Conciliation Boards whose recommendations have no effective sanction and for whose guidance on such matters no governmental policy has been laid down, we are not concerned. Much the same situation prevailed at the time when Boards were left to settle disputes by recommending the recognition of unions as bargaining agencies, even though, after June, 1940 P.C. 2685 may be said to have furnished some guide in this connection. In such circumstances a Board can only act on what it

believes to be reasonable on the particular facts taking into account what it believes to be the broad—if vague—implications of compulsory collective bargaining legislation which was designed to prevent disputes ripening into more active industrial warfare.

For the reasons given therefore we believe that it is the mandatory duty of a Conciliation Board under c. 13, having failed to obtain agreement between the parties on matters of union security, to make what recommendations it deems proper as to the manner in which the dispute concerning such matters should be settled between the parties.

MAINTENANCE OF MEMBERSHIP

The first proposal put forward by the Union was to the following effect:

"The Company recognizing the desirability of all employees covered by this Agreement being members of the Union to insure efficient working of this Agreement, agree that it shall be a condition of employment with the Company that employees shall become and remain members of the Union in good standing during the life of this Agreement."

On the refusal by the Company, the Union submitted the following clause:

"The Company and the Union agree that, in the interests of the successful operation of all the provisions of this Agreement, that, all employees members of the Union at the time of the signing of this Agreement, shall remain members of the Union in good standing during the life of this Agreement. Further, that all new employees shall become members of the Union as a condition of employment and remain members of the Union in good standing during the life of this Agreement."

Such clauses are in reality "Union Shop" clauses: the first requires membership in the Union as a condition of employment of (1) all present Union member employees; (2) all present non-Union employees; (3) all future employees.

The second clause, a modified form of the first merely excludes class (2).

The arguments of the Company were, in the main, directed towards these clauses which would compel an individual employee to join the Union or lose his employment. Considering the fact that the present Union is negotiating a first contract after long and strongly expressed opposition the Board was unanimously of opinion that, regardless of whatever the merits or demerits of the "Union Shop" might be, it would not be in the interest of the Union, the employees, or the Company at this time to insist on these provisions and, therefore, this Board does not discuss in this connection the arguments of the Company

based on an invasion of the "democratic rights" of individual employees.

Before the Board, the Union agreed to modify its request and manifested its willingness to accept a maintenance of membership clause by which only employees who were or became members of the Union would, as a condition of employment, remain members in good standing for the duration of the agreement. This also the Company refused.

A refusal to agree to such a clause can scarcely be supported by any reference to infringement of individual "rights" since in such case the individual employees have, in effect, through their representative, and in this case by the individual authorizations presented to the Board, requested such a clause as a condition of their own employment. The arguments in favour of such a clause—that it will lead to a stabilization of union membership and free the union from necessity of carrying on organizational activities which are more relevant to a stage now passed, namely certification as the bargaining representative, thus permitting it to devote its full attention to the problems of administering a collective agreement in the interests of employees and company alike—have been well canvassed.

A denial of what are in reality the individual requests of employees for this form of clause is logically difficult to justify since it can be interpreted as an assertion by the employer of a claim to protect his employees from what he considers to be an improper Union. Indeed, in the present case, this is expressly made one of the chief objections of the Company to both this clause and the check-off. Reference is made in the Company's brief to the preamble to the Constitution of the Union, and to the Union's connection with political activities of which it disapproves, as indicating the "instability" of the Union—which we can only interpret as meaning the "unsuitability" of the Union in the Company's mind, to receive the co-operation from the Company which is implicit in collective bargaining.

Such an attitude seems to us completely contrary to the necessary implications of successful collective bargaining as contemplated by P.C. 1003. If the employees are to have an unrestricted choice of bargaining representatives—and this is compulsory under the Regulations—it must follow that an employer is denied any right to protect his employees from unions of which it does not approve. General economic or political aims of a union freely chosen by employees, provided they be not contrary to law, are no more the concern of the employer than are the economic or political views of the employer to the employees, or the economic and political

views of an individual employee to his employer. To bring political controversies into the field of employer-employee relations would not only kill industrial democracy but would place political democracy itself in grave peril.

It was because of this attitude on the part of employers that the strike over union recognition took place in this district in 1941-2. Recognition having now been forced upon the companies by legislative enactment, the re-appearance of an attitude which attempts to save the employees from themselves by refusing to stabilize the relations between Union and Company can not fail to be considered as a sign of hostility inimical to the peaceful operation of collective bargaining and might conceivably force the Union to keep on the defensive and to maintain an attitude of combativeness instead of fostering a co-operative endeavour of employer and employees which the legislative policy of P.C. 1003 envisages and, in part, requires.

Further, as the Company relied strongly on maintaining "democratic" rights, we fail to see how it can, in light of those arguments, consistently deny individuals the right to make support of their own Union a condition of employment. If, as the Company argued, and as we readily admit, democracy involves duties as well as rights, we know of no better way of bringing home to individuals a sense of responsibility than to compel them at their own request to remain loyal for the duration of an agreement to the Union of their choice.

While we are not, therefore, concerned with the Company's expressed opposition to the Union policies—a question which if relevant at all was a matter to be considered on certification proceedings—we are concerned with two other factors. It is clear that there is a manpower shortage in this district and in this "non-essential" industry. Even though the condition for discharge asked by the employees be self-imposed, it does add a possible additional ground for discharging employees which might conceivably deplete the Company's staff. Whether it would, in practice, have that effect or not, we are willing to recognize the Company's objection to the clause on that ground, particularly as this is a first agreement and the Company can properly say that it has no means of knowing what the Union may consider to amount to loss of "good standing" in the Union. On this ground, therefore, we recommend that the Union withdraw its request for a maintenance of membership clause.

CHECK-OFF

While recommending the withdrawal of the Union's request for maintenance, we feel that the employees have grounds for saying that there is sufficient expression of hostility by the employer to the present Union to warrant some action being taken to give the present Union the opportunity it is entitled to as a *certified* bargaining representative of conducting employees' affairs for the duration of the agreement in a constructive manner rather than having to devote its energies to the waging of a war for existence. It is with this in mind that we approach the Union's request for check-off.

It was urged that union security provisions, including check-off were not customary in gold mining companies in Ontario. This argument is not persuasive with us since we have no means of knowing the facts which govern situations other than that before us. We are not unmindful of the fact that a unanimous Board in connection with Lake Shore Mines Ltd.¹ reported against a check-off and that in the case of Noranda Mines Ltd.² the majority of the Board, refusing check-off relied on a statement of the Employees' nominee Prof. Bora Laskin, in the Lakeshore report to the effect that check-off should not be used as "the means of initiating union stability". We do not know what the facts were in the Noranda case but in the Lakeshore case, the unanimous report showed that out of 471 persons eligible to vote only 236 were in favour of the Union and that "no evidence was given . . . that the situation had altered" at the time the Board made its report. It is in the light of these facts that the statement of Prof. Laskin must be read, and we must confess that so read it has no application to the present case. Where a Union has not won the confidence of the employees—to say nothing of the fact that it is arguable whether, according to the rulings under P.C. 1003, differing from those under the Ontario Collective Bargaining Act concerning "majority", it would to-day have been certified—we agree that a check-off or other form of union security should not, ordinarily, be given. A Board, on which two members of this Board sat (Steel Company of Canada Ltd., Hamilton Works)³ has recently, in effect, so held. In the present case a claim of 86 per cent membership, supported by a 75 per cent vote in certification proceedings, supported by individual authorizations presented to this Board, changes the entire picture. To ignore this request is further

evidence of the Company's unwillingness to co-operate in freeing the Union from organizational activities.

To the Union's claim for check-off the Company suggested that it was contrary to s. 19(1) of P.C. 1003 which forbids an employer contributing "financial or other support" to a union. This argument has been, in our opinion, satisfactorily dealt with in the report of a Board in Fittings Limited, Oshawa (*L.G.*, 1944 at pp. 1350-51) on which Board the present Chairman participated. We are of opinion that s. 19(1) was directed to an entirely different object and has no application to a clause for check-off inserted in a collective agreement by mutual consent between a company and a certified representative.

Another argument of the Company was to the effect that a check-off might be accepted "as a recommendation of the Union" by the Company. The latter again repeated its opposition to the general policies of the Union. We have indicated before our view that for collective bargaining purposes the political or economic views of a particular union are purely matters of employee concern. The idea that an employer "recommends" a Union lends support to the view that full co-operation in collective bargaining can only be obtained if the Union's views on matters of employee interest coincide with or support those of the employer. Were this view to be generally adopted it would completely nullify the principle of freedom of choice of bargaining representatives. An employer need not "approve or recommend" a certified union. It is precisely in cases where he does not that we believe a union is entitled to ask for some provision whereby disapproval is not allowed to operate or be thought likely to operate as a stumbling block to the co-operative endeavours which legislative policy contemplates as flowing from collective bargaining. It is because of this attitude on the part of the Company and the past history of labour relations in this district, that we believe the Company should, despite its known opposition to the Union as such, do something to assure its employees that it is willing to allow the Union of their choice an opportunity either of proving or discrediting itself. With a Union under pressure of organizational and collection duties it seems to us that the Company is inviting a display of "sales tactics" rather than constructive industrial relations.

Apart from this, however, some 86 per cent of the Company's employees have requested that the Company agree to some inconvenience in bookkeeping and some expense—although if the Company wishes, the Union has indicated its willingness to bear this expense—in order

¹ L.G., Nov., 1944, p. 1357.

² L.G., Feb., 1945, p. 163.

³ L.G., Jan., 1945, p. 55.

to convenience them and the Union of their choice. Apart altogether from the personal attitude of the Company towards the Union we do not see how a refusal of the Company to their own employees can be considered as other than a reflection on the intelligence of such employees and an indication that the Company, while compelled to recognize the Union elected by them, will do nothing to facilitate that Union's tasks. We do not believe that this can make for the peaceful settlement of differences contemplated by P.C. 1003.

While the Union requested in the first negotiations a form of compulsory check-off, it later agreed to a form of voluntary revocable check-off. In view of the fact that we are, for the reasons given, recommending against a maintenance of membership clause, we are of opinion that the Company should be willing to recognize and act upon a voluntary authorization from employees stated to be irrevocable for the duration of the agreement. Such a clause may achieve the same security, to which we believe this Union on the facts entitled, as a maintenance clause would provide, save that it does not force the employer to discharge an employee who ceases to remain in good standing. As we have said before we fail to see how an employer can object to employees dealing with themselves in this manner unless we are willing to recognize that an employer can still dictate what he thinks best for the employees so far as organization is concerned. Regardless of what our own views on this might be, the legislative history of collective bargaining in this country indicates that this attitude is contrary to the policy behind P.C. 1003.

In light of this history and with a view to the adoption of a provision which we believe will best insure peaceful industrial relations at this mine for the future, we therefore recommend that a clause somewhat similar to the following be inserted in the present collective agreement:

Upon presentation of an authorization signed by an employee to deduct \$1.00 each month from his wages, which authorization may be stated to be for the duration of the present agreement, the Company undertakes to honour such authorization according to its terms and to transmit by cheque the total amount so deducted to the Secretary of the Union before the 10th of the month in which it is deducted.

All of which is respectfully submitted.

Dated at Toronto this 29th day of January, 1945.

(sgd.) CECIL A. WRIGHT
Chairman

(sgd.) DRUMMOND WREN
Member

Minority Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the matter of Upper Canada Mines, Ltd., Dobie, Ont., (Employer); Kirkland Lake Mine and Mill Workers' Union, Kirkland Lake, Ont. (Employees).

To: the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

I am unable to concur in the report and recommendations proposed to be submitted to you by my colleagues.

1. Jurisdiction of the Board

The jurisdiction of this Board to make any recommendation on the issues of "maintenance of membership" and "check-off", or either of them, is challenged. It is contended by the employer that provisions relating to matters of this kind are not within the meaning of "collective agreement" as defined by Section (2) (1) (d) of P.C. 1003, i.e. that the phrase "other working conditions" to be found in that definition is not so broad as to include matters which do not relate wholly and exclusively to the relationship of employer-employee. It was argued before us that an employer may adamantly refuse to negotiate on provisions of the character here involved without in any way offending against either the letter or spirit of the Wartime Labour Relations Regulations and that, as a consequence, a recommendation of a Board of Conciliation purporting to deal with such issues not only would be fruitless but a gratuitous expression of opinion made without any vestige of authority.

In common with the other Members of the Board, the point which thus has been raised I have made the subject of some anxious and considerable study. The resulting opinion which I have reached being different from that at which my colleagues have arrived, it is necessary for me to state the reasons supporting my view. The question probably could be disposed of by the simple application of well-known rules for the interpretation of statutes, these being that—(a) where words are in themselves precise and unambiguous no more is necessary than to give them their natural and ordinary sense; (b) general words following specific words are limited to things *ejusdem generis* with those before enumerated, and (c) statutory provisions giving jurisdiction to bodies created *ad hoc* must be strictly construed. Indeed, the difficulties which one encounters in attempting otherwise to interpret the meaning of the phrase "other working conditions", as used in P.C. 1003, well

emphasize the wisdom of the law in formulating such rules and the lack of wisdom of which one may be guilty in departing from their application. However, since it may be considered desirable to avoid disposing of the matter on grounds which may be regarded as too technical or narrow, and because one is desirous of approaching the problem from the viewpoint of giving the Order in Council as liberal a construction as possible, I have ventured to resolve the issue on broader considerations.

Little, if any, advantage has accrued to me from an attempt to determine the origin of the phrase "working conditions" or from an examination of various enactments dealing with labour relations in which the expression has been used. It would not seem that the term has acquired any definitive meaning in the course of its legislative history. The language as we find it in P.C. 1003 seems to have been taken largely from P.C. 2685 of June 19, 1940, which embodied the Government's "Declaration of Principles" governing the regulation of labour conditions during the war. In this last mentioned Order in Council, there is also found the term "labour conditions" and a reading of it as a whole leaves one with the impression that "labour conditions" is used in a broader sense than the phrase "working conditions". After P.C. 2685, the expression is next found in the Wartime Wages Control Order, P.C. 5963, of July 10, 1942. There it appears as a heading to paragraph 23, in that that paragraph itself, and also in paragraph 29. Clearly, as employed in the Wartime Wages Control Order, the term was never contemplated as embracing matters concerning the relationship between the employee and the union of which he might be a member; indeed, the National War Labour Board has so held in two cases: *In the matter of an application by District 26, United Mine Workers of America on behalf of employees of Dominion Coal Company Limited, et al, March 24, 1942*; and *in the Matter of Canadian Car Munitions Limited and Ammunition Workers Union of Cherrier, September 15, 1943**.

While some particular significance may be attached to the use of the term as it appears in P.C. 5963, I agree that this circumstance does not furnish any decisive clue as to its full meaning.

Merely to assert that it is legislative policy to leave questions of "union security" to Boards of Conciliation under P.C. 1003, and to support this statement by reference to such circumstances as the fact that many Boards have made recommendations concerning union security, to my mind is begging the question. The legislative policy supporting the Order in

Council must be found in its expressed intention as properly interpreted and not in the realm of conjecture. I think that the Governor in Council in adopting P.C. 1003, must have been fully cognizant of the causes of industrial unrest and if a limitation was placed by him on the types of dispute which should be made the subject of reference to Boards of Conciliation, this must have been done deliberately.

An examination of the legislative history leading to the enactment of P.C. 1003 persuades me against the view that the term "working conditions" has the unlimited meaning ascribed to it by my colleagues. The Industrial Disputes Investigation Act was the immediate forerunner of P.C. 1003 in the field of Dominion legislation designed to settle industrial disputes. The Order in Council contains a provision suspending the Act during the period in which the former is in force. The term "working conditions" is not found in the Industrial Disputes Investigation Act. However, in the light of the opinion which has been expressed by the other members of this Board, I think it useful to make reference to the definition of "dispute" which is contained in that Act. If the term "working conditions" was employed by the Governor in Council having regard to a long-standing legislative policy of referring to Boards of Conciliation *all* matters which might be "deemed serious enough—to be included in an agreement or to give rise to such differences of opinion as to result in industrial warfare", then it becomes increasingly important to compare the language used in the Industrial Disputes Investigation Act and in P.C. 1003. In the statute, "dispute" is generally defined as meaning any dispute or difference between an employer and one or more of his employees "as to matters or things affecting or relating to work done or to be done by him or them or as to the privilege, rights and duties of employers or employees . . .". The language thus employed in the formal enactment of Parliament makes it appear that the legislators there considered disputes arising out of "things affecting or relating to work done or to be done" and disputes arising out of matters affecting the "privileges, rights and duties of employers or employees" to be dissimilar causes of industrial unrest. It seems to me that real significance is to be attached to the circumstance that, in adopting P.C. 1003, the Governor in Council departed from the very broad provisions of the statute when he came to define the matters which should be made the subject of negotiations and agreement between employers and employees and, consequently, which might be made the subject of reference to Boards of Conciliation. If I were obliged to rest my opinion on this

* L.G., October, 1943, p. 1348.

consideration only, I would feel compelled to adopt the view that P.C. 1003 was intended to relate to "matters or things affecting or relating to work done or to be done" by the employee as distinguished from "privileges, rights and duties of the employees" which latter phraseology I regard as being more readily applicable to such matters as union recognition, assignment of union dues and other subjects related to union security. If one gives consideration to the language used in collective agreements when providing for matters of this kind, he does not find that the phrase "working conditions" is employed. Such things as "closed shop", "union shop" and "maintenance of membership" are required to be included in the agreement as "conditions of employment" and, indeed, the latter phrase is the one which is used by the applicant union in this case in its written submission before the Board. There are further numerous examples of this use of the phrase "conditions of employment" some of which, for purposes of quick reference, may be found in only the last two issues of the LABOUR GAZETTE for the months of November and December, 1944. See:—

Report of Board in dispute between *Fittings Limited and United Steel-Workers of America, L.G., 1944, p. 1343 esp. at pp. 1344, 1346, 1350;*

Report of Board in dispute between *Canadian Oil Companies Limited and Its Employees, L.G., 1944, p. 1354;* . . .

Report of Commissioner re *The United Packinghouse Workers of America and Canada Packers Limited et al, L.G., 1944, p. 1484 at 1485;*

Report of Board in dispute between *The Sun Publishing Company Limited et al and Vancouver Newspaper Guild, L.G., 1944, p. 1493 at 1496.*

In my opinion, therefore not only in their natural and ordinary sense do the words "working conditions" not extend to matters affecting the privileges, rights and duties of employees but they have never acquired such a meaning in the parlance of labour relations.

Apart from the considerations already mentioned, it seems to me that to give the phrase "working conditions" the wide meaning attributed to it by my colleagues of this Board is to disregard one of the broad principles underlying P.C. 1003, the right of freedom of organization by employees. Also, to give the term such unlimited scope, in my respectful view, is largely to negative the purpose and effect of secs. 9 and 19(2) of the Order in Council. To say that there is no restriction upon an employer including clauses relating to union security in a collective agreement, a proposition with which I am not expressing agreement, does not overcome the difficulty with which I think my colleagues'

interpretation is met by the provisions of secs. 9 and 19. S.9 provides that "at any time after the expiry of ten (10) months of a collective agreement whether entered into before or after the effective date of these regulations, the employees may elect new bargaining representatives in the manner provided in Section 5 and application may be made to the Board by or on behalf of such bargaining representatives for their certification". Obviously, a collective agreement containing a "closed shop" or even a "maintenance of membership" provision would put a clog upon the right of the employees to take advantage of s. 9. They would not be "free to organize" for the election of or appointment of new bargaining representatives during the currency of such a collective agreement as they would be running the very serious risk of discipline by the union holding the primary contract and as the result of which discipline they might be deprived of the very employment which the agreement was avowedly designed to protect. Section 19(2) expressly prohibits an employer from imposing "any condition in the contract of employment seeking to restrain an employee from exercising his rights under the regulations". There is no doubt in my mind that the inclusion of a "closed shop", "union shop" or "maintenance of membership" provision in a collective agreement does so operate as to restrain employees from exercising freely the rights given to them under s.9. What is contained in s.9 and s.19 seems to be wholly inconsistent with the view that an employer should be required to negotiate in good faith and make "every reasonable effort to conclude a collective agreement" containing provisions such as those in issue before this Board.

One or two other matters also should be considered. P.C. 1003 was adopted as a war-time measure. It was passed subsequent to National Selective Service Regulations which were designed to make available for the prosecution of the war the highest potential of our human resources and to facilitate the ready transfer and employment of this manpower in the manner best suited to the emergency. Keeping in mind that P.C. 1003 makes it compulsory for an employer to negotiate in good faith with his employees and "make every reasonable effort to conclude a collective agreement", I cannot think that it was the intention of the Governor-in-Council to require employers to "make every reasonable effort" to agree upon provisions for "closed shop", "union shop" or "maintenance of membership" all of which, to a greater or lesser degree are in conflict with the policy

and purpose of National Selective Service Regulations.

Finally, an employer who contravenes any of the Wartime Labour Relations Regulations may be prosecuted upon leave given by the Board. One needs only to ask himself whether the National or any Regional Board could so certainly interpret the words "working conditions" as to enable it to regard failure to negotiate upon union security matters as a violation of the regulations, to recognize that gravest doubt attends any attempt to give the term the broad meaning which it requires to have to include these subjects of possible dispute. I think it goes without saying that, even if a Board did give its consent to such a prosecution, no court could hold with certainty that the phrase "working conditions" includes matters or things having to do with union security and convict an employer for failure to negotiate in good faith and to make every reasonable effort to conclude a collective agreement on such topics.

For all of the reasons above mentioned, my conclusion is that questions of "maintenance of membership" and of "check-off" involved in this dispute are not matters in respect of which an employer is obliged to negotiate in good faith for the purpose of concluding a collective agreement as defined by s.2(1) (d) of P.C. 1003 and that this Board has no power or duty to make any recommendation respecting the same. We must interpret the regulations as they are. We have no right, in effect, to add words to them under the guise of explaining or interpreting them.

2. *The Merits*

Had one or more of my colleagues on the Board subscribed to my views on the matter of the Board's jurisdiction to make any recommendation on the two matters which were in dispute before us, there would have been no necessity for me to put forward any opinion as to the merits. However, the other members having held themselves empowered to make a recommendation, I am not sure that I would be fully discharging my responsibility without giving some expression to the views which I entertain on the conclusions which they have reached on the matters giving rise to the reference. Accordingly, I deem it advisable to say something with regard to these features, although I do so in the nature of "reporting" rather than "recommending".

Had I been of the opinion that the Board had any jurisdiction to entertain the questions involved, in the result I would have concurred in the recommendation which they have made to the effect that the union should withdraw

its demand for the maintenance of membership clause.

Had I considered the Board to have jurisdiction to deal with the matter, I would not have concurred in the recommendation made by my colleagues on the matter of check-off. The dispute which is here involved arises out of the negotiation of the first agreement to be entered into between the union and the Company. I am in agreement with the remarks of Dr. Wright and Professor Laskin in the dispute concerning Fittings Limited (L.G., 1944, p. 1343 at 1347) that, "... a collective bargaining agency should not lightly demand provisions for union security. Generally speaking, unless the union has had some considerable experience in the plant, and unless the particular union has demonstrated its ability to attract an overwhelming majority of members in that plant,.... it should (not) request the co-operation of an employer in maintaining its strength and membership". In the case before this Board, the union appears to have a substantial majority of members amongst the employees, but it has not had "considerable experience in the plant". It was certified only on May 10th, 1944, and the collective agreement under which it is now operating was not made until September 13th, 1944. Moreover, two other Boards of Conciliation dealing with disputes between this same union and other mining companies have declined to recommend either maintenance of membership or check-off in those cases. I refer to the unanimous report of the Board in the case dealing with Lake Shore Mines Limited and the majority report in the case of Noranda Mines Limited. I cannot agree that the unanimous recommendation in the Lake Shore case can be watered down by reference to the supplementary report of Professor Laskin to which neither of the other two members of the Board was a party. If it is desirable to attain and maintain uniformity in labour relations practices in an industry, then I would have regarded it as being preferable to follow the decisions in the two other mining cases which I have mentioned. It certainly does not seem to me that stability in labour relations is to be achieved by having one set of working conditions in one mine and a different set in another mine in the same area, both sets of rules having been devised, or at least recommended through the same Government agency.

All of which is respectfully submitted.

Dated at St. Catharines, Ontario, this 8th day of February, 1945.

(Sgd.) J. J. BENCH,
Member.

**Report of Board in Dispute between Senator Rouyn Mines, Limited,
Rouyn, P.Q., and Rouyn Mine, Mill and Smelter Workers'
Union, Local 688.**

On February 23 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Senator Rouyn Mines, Limited, Rouyn, P.Q., and Rouyn Mine, Mill and Smelter Workers' Union, Local 688. A minority report was submitted by Major J. M. Eakins.

The Board was under the chairmanship of His Honour Judge Honore Achim, Hull, P.Q., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. J. M. Eakins, Noranda, appointed on the nomination of the employing company, and Mr. Guy M. Desaulniers, Montreal, appointed on the nomination of the employees concerned.

The text of the Board's report and minority report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations P.C. 1003 and Senator Rouyn Ltd., Noranda, P.Q., and Local 688, International Union of Mine, Mill and Smelter Workers.*

To
The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

SIR:—The Board of Conciliation appointed herein, consisting of His Honour Judge Honore Achim, Chairman; Mr. Guy Merrill Desaulniers, representing the "Employees"; and Major J. M. Eakins, representing the "Employer"; after hearing the parties for the purpose of making its recommendations, begs to report as follows:

The "Employees" were represented by Mr. Thomas F. McGuire, Wm. Simpson, Oliver Bretton and Leo A. Behee and the "Employer" was represented by J. C. Houston and R. W. Taylor.

The Board unanimously wishes to take this opportunity of expressing its appreciation to all the parties who appeared before it, for the friendly and co-operative spirit which prevailed throughout and for the dignified and able manner in which both sides presented their case.

The matters referred to the Board to be dealt with were the following:

1. Strikes, Lockouts and Slowdowns;
2. Discharge cases;
3. Arbitration;
4. Check-off;
5. Maintenance of Membership.

Unanimous Findings

ARTICLE 10

STRIKES, LOCKOUTS AND SLOWDOWNS

The Board unanimously recommends that the following article concerning Strikes, Lockouts and Slowdowns be embodied in the agreement:—

Article 10

Strikes, Lockouts and Slowdowns

In view of the orderly procedure for settling grievances, it is agreed that there will be no lockout, strike, slowdown or restriction of output during the life of this agreement.

In case a strike, slowdown, work restriction or lockout should occur in violation of this agreement any or all people taking part in it or instigating it shall be subject to discipline as may be adjudicated by governmental action.

ARTICLE 9

DISCHARGE CASES

The Board unanimously recommends that Article 9—Discharge Cases—as proposed by the Union, be accepted, subject, however, to the replacement of the word "arbitrator" at the end of paragraph 2 by the word "arbitrators", and also to the replacement of the word "he" of subparagraph 3 of paragraph 2 by the word "they":

In the event that an hourly paid employee be discharged from his employment after the date hereof, and believes that his discharge is in violation of any of the provisions of this Agreement, such discharge shall constitute a matter to be dealt with under the provisions of this Agreement respecting adjustment of grievances. Any such matter may be presented at the second stage of the Grievance Procedure within seven (7) days after the date of notice of such discharge had been given.

In the event that it should be decided that the discharge of any such hourly paid employee is a violation by the company of any of the provisions of this Agreement, the company shall reinstate such hourly rated employees and pay full compensation at the hourly rated employee's regular basic rate for the time lost, after written complaint against such discharge has been received by the company, limited to his regular hourly week. Upon such reinstatement, it shall be deemed to have been no break in such hourly rated employee's continuous service. If said discharge case is taken to arbitration, the arbitrators may:

1. Sustain the discharge.
2. Reinstatement the employee with full pay for time lost with no loss of seniority.
3. Take any other action they deem just.

ARTICLE 8

ARBITRATION

Minority Report

The Board unanimously recommends that the following article concerning Arbitration be embodied in the agreement:—

*Article 8**Arbitration*

If the decision of the Mine Manager required under Article (7) does not satisfactorily dispose of the grievance the matter may, on written notice by either party concerned, be referred to Arbitration in the manner and in accordance with governmental regulations in regard to the formation of the Board of Arbitration or Board of Conciliation.

The decision of the Arbitrators, or of a majority of the three Arbitrators, shall be conclusive and binding on all parties and shall not be subject to appeal, but in no event shall the Arbitrators be authorized to alter, add to, modify or amend any part of this Agreement.

February 12, 1945.

(Sgd.) HONORE ACHIM,
Chairman;
(Sgd.) J. M. EAKINS,
Member of Board;
(Sgd.) GUY M. DESAULNIERS,
Member of Board.

Majority Report

MAINTENANCE OF MEMBERSHIP AND CHECK-OFF

The Majority of the Board, consisting of His Honour Honore Achim and Guy M. Desaulniers, are of the opinion that there should not be a Maintenance of Membership clause in the agreement, but recommends that the following check-off clause be embodied in the agreement:—

The company agrees to deduct from each employee's pay, upon proper authorization, Union dues in the amount of one (\$1.00) dollar each month and remit all such monies so deducted to the secretary of the Union, not later than the tenth day of each month following such deductions. Such deductions shall only be made when voluntarily authorized by such employee and may be revoked by employee on fifteen (15) days' written notice to the Company and the Union.

The Union agrees to pay all the cost of such a check-off system to the Company

February 12, 1945.

(Sgd.) HONORE ACHIM,
Chairman
(Sgd.) GUY M. DESAULNIERS,
Member of the Board.

Re: Wartime Labour Relations Regulations P.C. 1003 and Senator-Rouyn Ltd., Noranda, P.Q. and Local 688, International Union of Mine, Mill and Smelter Workers.

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

Sir,

The majority of the Board comprising His Honour Judge Achim and Guy M. Desaulniers, are of the opinion that there should not be a "Maintenance of Membership" clause in the agreement, but that there should be embodied in the agreement a clause permitting of the voluntary check-off, with the Union agreeing to pay all costs to the Company for the collection of dues.

I am in agreement with the two other members of the Board as to refusal to grant the Maintenance of Membership clause and hold the opinion that the reasons or arguments that prompted such refusal apply with equal weight to the voluntary check-off.

The granting of the latter to the Union would constitute the Company as its fiscal agent with the authority or recognition implied therein. The legality of this procedure has been in question in recent negotiations. The necessity for it was not stressed during the hearing of the Board. No sound argument was advanced that the procedure would be of any advantage, whatsoever, to the employees. The sole gainers would be the officials of the Union, who would be relieved each month of the task of collection of dues.

In the years previous to the war, the gold mining industry had enjoyed an era of prosperity and expansion. The employees had shared in this prosperity. Average annual earnings were the highest of any large industry in the Dominion, being \$1676.00 per annum. This has been increased to over \$2000.00 in 1942. The industry is unique in that lay-offs and shut-downs have been unknown. Full time work throughout the years has been available to all employees. Betterment of living and working conditions has been a constant and sustained program with the mine managements, working in conjunction with committees of the employees. It is widely acknowledged that measures for medical supervision and remedial action have been far in advance of other industries. The profit making ratios of a large proportion of the mines have been due solely to skilled technical supervision and to the co-operative efficiency of the underground crews. This is applicable more particularly, to the large number of mines where the grade of

ore has been marginal or sub-marginal in metal content. These latter could not be operated profitably were it not for the efficiency of management and employees. This latter has been achieved and sustained by the practically universal adoption of base rate and bonus or contract policy of reimbursing the employees for their co-operative efficiency.

A mine cannot be operated as can an assembly line in the manufacturing industry. The working faces in stopes or development headings are so widespread and scattered and subject to constant change that direct supervision cannot be given more often than once or twice a shift. This factor is overcome by the bonus or contract policy of remuneration, being based on "tons per shift" or on footage advance. The industrious, experienced miner is reimbursed equitably for his skill and experience.

In reviewing the present and the future of the industry, I consider that the granting of the voluntary check-off would be premature and unjustified. The industry enjoyed amicable, harmonious relations between management and employees until the entry of the Union during the war years. Representatives of the Union have stated unequivocally, that the bonus system should be abolished. My direct knowledge of the mines throughout the North is the basis for the statement that such action would eventuate in the closure of a large number of mines, presently marginal as to profit ratio, but with potentialities in continuance of mine exploration and development.

This is in an unpredictable factor that is applicable to many of the presently profitable mines of the industry.

The operating gold mines of the Dominion had 26,000 employees at the outbreak of the war. This has receded to 15,000 as at the present. There have been in excess of 8,000 enlistments in the Armed Forces. Several thousand have been engaged in work in war industries. It is evident that the present working forces in the mines are far from representative of the employees, under normal operating conditions. The latter will be re-established after the cessation of hostilities, with the return of the men from the Armed Forces and from the war industries.

Most serious consideration should be given to the attitude of these returning thousands as to any radical change in their working conditions and representation. They are of the type who demand recognition for diversified skill and industry—incentive pay.

The officials of the International Union are comparatively new and young to the country and the industry. Until there is assurance of their more thorough cognizance and knowledge of the varied problems of the industry, it is to be questioned whether their position should be strengthened and perpetuated under the fluid and changing economic conditions now prevailing.

The above is respectfully submitted.

(Sgd.) J. M. EAKINS,
Member of the Board of Conciliation.

Report of Board in Dispute between Ontario Steel Products Company, Limited, Oshawa, Ont., and Local 222, International Union, United Automobile, Aircraft & Agricultural Implement Workers of America

On February 13 the Minister of Labour received the report of the Board of Conciliation which dealt with the dispute between the Ontario Steel Products Company, Limited, Oshawa, Ont., and Local 222, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

The Board was under the chairmanship of His Honour Judge Ian M. Macdonell of Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. John J. Robinette and Bora Laskin, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and Ontario Steel Products Limited, Oshawa, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.—C.I.O.*

To:

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings, and now submits its report.

At all sittings the Union was represented by Mr. Drummond Wren, accompanied by Mr. James Smith, International Representative, Mr. Robert Townsley, Chairman of the Bargaining Committee, and Mr. Ernie Allen, member of the Bargaining Committee. Mr. Roy Brown also attended the sittings in view of the fact that the same Board was also dealing with a dispute in the Chatham plant of the same company concerning relations with a different local of the Union. Mr. J. R. Cartwright, K.C., acted as Counsel for the Company, which was represented by Mr. E. S. Byers, General Manager, and Mr. H. A. Washington, Manager of the Oshawa plant.

The Board is grateful to those representatives of the parties who came from out of town so that it was possible to hold all sittings in Toronto.

In addition to the main dispute concerning union security, the Board was advised that there was one other matter unsettled. After consultation with the parties, however, an agreement was reached, and both parties concurred that the following clause respecting arbitration should be inserted in the agreement:

In the event that the person chosen by the Union and the person chosen by the Company fail to choose a third person to act as Chairman of the Arbitration Board after five working days, the Minister of Labour shall be asked to nominate a third party who shall be a member of the Supreme Court of Ontario, or a Judge of a County or District Court of the Province, if available.

The Board then proceeded to deal with the principal matters in dispute, which consisted of the request of the union for union shop and check-off.

At the outset Counsel for the Company took the ground which has been taken before a number of other Boards, and contended that any form of union security involved coercion of employees and was contrary to the effect of Section 19 (2) and Section 20 (1) of P.C. 1003.

The Board points out that there are many precedents for the various forms of union security; closed and union shops are common throughout the continent. Many Boards have given recommendations involving various forms of union security. We feel that a Board of Conciliation is not a judicial body in the ordinary sense, as such Boards are often composed of laymen. We consider therefore that the precedents referred to should be followed until the question, which involves

technical legal principles concerning the construction of Statutes, has been dealt with by a constituted legal authority, and that we should proceed to deal with the dispute on its merits.

There is a long history of harmonious labor relations in this plant between the Union and the Company. The Union has been the bargaining agency for eight years, during most of which time an agreement has been in force between the Union and the Company. The current contract terminated in June 1944, but the parties continued to work under an informal arrangement until the dispute concerning the terms of union security should be settled.

It is obvious that conditions at this plant are unusual. There are 175 employees, all of whom belong to the Union. During the eight years referred to there has never been, so far as the Board has learned, one employee at the plant who was not a member of the Union. There are a number of employees Overseas, but these also belonged to the Union and are being maintained in their membership during their absence. There have been one or two minor stoppages of work for an hour or two, but these are not in the opinion of the Board of any importance.

It is unnecessary to remark that there is a contrast between conditions in this case and those in the Chatham plant of the same company, upon which a Board similarly constituted is reporting concurrently with this report.

Here again the Board does not think it necessary for it to outline the recognized arguments for and against union security, which are by now familiar to those concerned with labour relations.

Having considered the foregoing and other facts, the Board unanimously feels that this is a case in which a form of union security should be granted and recommends that the following clauses be inserted in the agreement:

It is agreed that all employees now members of Local 222, U.A.W.-C.I.O., or who during the currency of this agreement shall become members of the said Local, shall as a condition of employment remain members in good standing for the duration of this agreement, and that all employees hired during the life of this agreement shall become members of the Union within thirty days from the date on which they are hired.

Upon presentation of proper authorization from an employee, revocable during the currency of this agreement, the Company agrees

to deduct one dollar (\$1.00) each month from his earnings as Union dues, such moneys to be remitted monthly to Local 222, U.A.W.-C.I.O.

The Board is grateful for the balanced presentation of the case and the excellent assistance given by both parties, enabling it to arrive at the above decision.

All of which is respectfully submitted.

Dated this 7th day of February, 1945.

(Sgd.) IAN M. MACDONELL,
Chairman.

(Sgd.) BORA LASKIN,
Employees' Nominee.

(Sgd.) JOHN J. ROBINETTE,
Company's Nominee.

Report of Board in Dispute between the Ontario Steel Products Co., Limited, Chatham, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO)

On February 13 the Minister of Labour received the report of the Board of Conciliation which dealt with the dispute between the Ontario Steel Products Co., Limited, Chatham, Ont., and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

The Board was under the chairmanship of His Honour Judge Ian M. Macdonell, of Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. John J. Robinette and Bora Laskin, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations P.C. 1003, and Ontario Steel Products Limited, Chatham, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.-C.I.O.*

To:

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

Sir:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings, and now submits its report.

At all sittings the Union was represented by Mr. Drummond Wren, accompanied by Mr. Roy Brown, International Representative, and Mr. Ross Perry, President of Local 127, and Chairman of the Plant Committee. Mr. J. A. McNiven, K.C., of Chatham, acted as Counsel for the Company, which was represented by Messrs. G. S. Byers, General Manager, O. D. Cowan, Manager of the Chatham plant, and Douglas Wilson, Plant Superintendent.

The Board is grateful to those representatives of the parties who came from out of town so that it was possible to hold all sittings in Toronto.

At the opening of sittings the Board was informed that all matters in dispute had been

settled with the exception of the request of the Union for union shop and check-off. Submissions and argument before the Board were confined to these subjects.

At the outset Counsel for the Company took the ground which has been taken before a number of other Boards, and contended that any form of union security involved coercion of employees and was contrary to the effect of Section 19 (2) and Section 20 (1) of P.C. 1003.

The Board points out that there are many precedents for the various forms of union security; closed and union shops are common throughout the continent. Many Boards have given recommendations involving various forms of union security. We feel that a Board of Conciliation is not a judicial body in the ordinary sense, as such Boards are often composed of laymen. We consider therefore that the precedents referred to should be followed until the question, which involves technical legal principles concerning the construction of Statutes, has been dealt with by a constituted legal authority, and that we should proceed to deal with the dispute on its merits.

Organization of the plant by the Union commenced in 1942. In that year there was a strike of three days' duration, which was caused by the failure of the Company to deal with the Union. Subsequently a Conciliation Board was appointed, and pursuant to its recommendations a collective agreement was settled, which granted to the Union sole bargaining rights for the plant. This agreement was terminated by notice from the Union on September 27, 1944. A new agreement was settled a few days later, with the exception of a change proposed by the Union in the grievance procedure. Unfortunately, as a result of disagreement on this point a stoppage of work, lasting about one and a half days, occurred on October 16. Subsequently the Company and the employees agreed upon the grievance procedure and consented to continue under the old agreement until such time as the dispute concerning the security provisions could be dealt with by a Conciliation Board.

It is not considered necessary to deal here with all the general arguments for and against union shop and check-off; they have often been fully set out in reports of Conciliation Boards and were thoroughly presented to this Board. The feeling of the Board is that in disputes of this nature all the surrounding circumstances must be taken into consideration. In particular it is felt that the length of time that the Union can demonstrate satisfactory conditions at the plant is of paramount importance. The Chairman and Mr. Robinette feel very strongly that the strike which occurred in October arose over what could not be considered a vital point and after many concessions by the management in collective bargaining. It is considered that matters may well develop satisfactorily in the future, but that much more is necessary than has been shown by the Union up to the present before a union shop should be forced upon the Company. It should also be pointed out that there are some ninety employees in the army who the Company desires to reinstate on their return, and it is feared that by reason of change-over to peace-time conditions it will not be possible to retain a large number of those presently employed. There is also a small percentage of the workers who appear to be unalterably opposed to joining the Union, some of these having been in the employ of the Company ten or twelve years.

Under the circumstances, the Board does not feel that this is a case in which they should recommend a union shop or maintenance of membership clause. In view of the fact, however, that over 80 per cent of the employees have signed cards in which they state they desire some form of union security, the Board recommends that the following clause be inserted in the agreement:

Report of Board in Dispute between Golden Manitou Mines, Limited, Val d'Or, P.Q., and the Val d'Or Mine and Mill Workers Union

On February 12 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between the Golden Manitou Mines, Limited, Val d'Or, P.Q., and the Val d'Or Mine and Mill Workers Union. A minority report was submitted by Mr. John J. Robinette.

The Board was under the Chairmanship of Professor B. S. Keirstead, Montreal, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. John J. Robinette, Toronto, and Guy M. Desaulniers, Montreal, appointed on the nomination of the employer and employees concerned.

Upon presentation of proper authorization from the employee, revocable during the currency of the agreement, the Company agrees to deduct one dollar (\$1.00) each month from his earnings as union dues, such moneys to be remitted monthly to Local 127, U.A.W.-C.I.O.

Mr. Laskin, a member of the Board, was of the opinion that the Union was entitled, on the basis of its membership position and bargaining activities, to a greater measure of security, not being inclined to take so serious a view as his colleagues of the stoppage of October, 1944. However, having regard to the fact that the three members of this Board were also appointed to deal with a dispute as to union security in the Oshawa plant of the Company, and that an unanimous report is being submitted in that case concurrently herewith, Mr. Laskin, in the interest of unanimity in this case, joins in the recommendation favoured by the majority.

One of the arguments against some form of security advanced by the Company was that the same local union is the bargaining agent in nearly all the plants in Chatham. This argument does not commend itself to the Board, which feels that with improvement of relations in the plant between the Union and the management that some form of union security may well be possible in the future.

In conclusion, the Board wishes to express its appreciation of the assistance obtained from all parties and the able and interesting arguments presented.

All of which is respectfully submitted.

Dated this 7th day of February, 1945.

(Sgd.) IAN MACDONELL,
Chairman.

(Sgd.) BORA LASKIN,
Employees' Nominee.

(Sgd.) JOHN J. ROBINETTE,
Company's Nominee.

The text of the Board's report and of the minority report follows:—

Report of Board

Report of the Board of Conciliation in the matter of the Dispute between Golden Manitou Mines, Ltd., and The United Mining and Smelting Workers (C.C.L., C.I.O.) Local 164.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

DEAR SIR:—This dispute arose over the terms of a contract to be concluded between the above-mentioned parties. After direct

negotiations and negotiations conducted under the guidance of Mr. Raoul Trepanier, regional conciliation officer of the Department of Labour, the two parties requested a Board of Conciliation under P.C. 1003, the Board consisting of: Professor B. S. Keirstead, Montreal, Chairman; Mr. Guy M. Desaulniers, Montreal, nominated by the Union; and Mr. John J. Robinette, K.C., Toronto, nominated by the Company.

Brief of the Union enumerated six points of dispute:

- (1) Wages and Bonus Adjustment
- (2) Incentive Bonus
- (3) Union Rights
- (4) Discrimination
- (5) Maintenance of Membership (Union Shop)
- (6) Check-off

Of these all but two, the question of the Union Shop and the voluntary, revocable check-off, were agreed upon by the two parties. The Board was therefore left to recommend on the clauses embodying provisions for a Union Shop and voluntary check-off. Two public sittings were held on January 11th and 12th, 1945, at Purvis Hall, McGill University, Montreal. Appearing before the Board for the Company were Mr. T. J. Agar, K.C., counsel, and Mr. Andrew Robertson, mine superintendent, and, for the Union, Messrs. J. Billocki and Bihie. Argument was heard from both sides and the attached briefs and exhibits were received.

The Board met for deliberation in Montreal, Feb. 3rd, 1945. After a full and objective discussion the Board had reluctantly to agree to present majority and minority Reports, because, though there was general agreement on the basic principles involved, there was disagreement on the application of these principles to the particular case under consideration. The majority of the Board wish to record their appreciation of the objective and fair attitude adopted by their colleague.

FINDINGS—UNION SHOP

We hold that a Union Shop, or some form of "union security" is generally desirable in collective contracts. We realize that the issue of a union shop raises a conflict of rights. On the one hand the Union Shop involves an undesirable element of compulsion on would-be independent, non-union workers. Also it restricts the liberty of the employer to retain in employment whom he will. These are serious matters. Against them we have to weigh the alternative right of workers to maintain their trades unions. At first sight it might appear that the right to organize and to maintain a trades union does not require

a Union Shop for its security. In a country of old-established Unionism, free from anti-union attitudes on the part of employers, this might well be so. Thus in Britain the need for the Union Shop can scarcely be said to exist. But in Canada there are two considerations that make the Union Shop necessary for special union maintenance. One of these is the hostility in some instances of employers. Since that does not arise in this case, where the Company has taken a commendably co-operative attitude to the Union, it does not require further discussion here. The other consideration is the general inexperience and lack of social education of the workers. If some men can enjoy the benefits established by the Union without paying dues and accepting Union responsibilities, it becomes difficult to maintain Union membership and, perhaps more important, union discipline. When Union discipline breaks down the life of the Union is threatened, and, moreover, the maintenance of good labour relations by the Company is difficult, if not impossible.

We have, therefore, a conflict of rights, and some principle for the resolution of this conflict must be found. In a very able discussion of such conflicts of rights Professor Byron R. Abernethy¹ shows that such conflicts are not peculiar to labour relations and that liberties are not absolute, but relative to the social matrix in which they subsist. He finds the resolutions of such conflicts in the public good. Applying that principle to the problem of the Union Shop we find that the maintenance of sound trades unions is in the interest of the general public, because trades unions have a stabilizing effect on the economy and tend to slow up the disequilibrating effects of too elastic labour supply schedules; we find strongly maintained Unions in the interest of the workers for obvious reasons; and we find the Union Shop, in the long run, to be in the interests of the employers, because full unionization is a condition of good shop co-operation, union discipline and sound labour relations.

We find, further, little value in the argument that Union Shop clauses ought not to be incorporated in first contracts. Indeed the need for the Union Shop clause and the justification of it are strongest when the Union is first formed. A long-established Union does not require such protection and it might well be argued that in such cases Union Shop clauses should be dropped.

¹ B. R. Abernethy: *Liberty Concepts in Labour Relations*, Washington, 1944.

We believe, however, that there are two conditions under which Union Shop clauses ought not to be written in first contracts. These are (1) where the record and history of the Union are such as to indicate lack of discipline, unreliability of officers, organizers or members, corruption, truculent hostility and other undesirable traits; (2) where jurisdictional disputes between rival Unions exist and it is not clear that a sufficient preponderance of the workers prefer one Union to another, and where the Union Shop would be used as a weapon in inter-union conflict.

There was no evidence that either of these conditions existed in the case under our consideration. Indeed, just as the evidence presented by the Union advocates was most complimentary to the Company, so was the evidence presented by the Company's spokesman most favourable to the Union. Since neither of these conditions exist we believe on general principles and in the interest of both the workers and the Company, that a Union Shop clause should be embodied in the contract. We hold this would please the workers, protect their Union, make for better discipline, better shop co-operation and hence better labour relations for the Company and so be to the interest of both parties. We do consequently recommend the inclusion in the contract of a Union Shop clause.

FINDINGS: CHECK-OFF

The arguments for a check-off are twofold: (a) in the absence of other "security" provisions, the check-off makes for Union security and Maintenance of Membership; (2) it is a matter of considerable convenience to Union officials.

In this case—and our argument is contingent on the acceptance of our recommendation for a Union Shop clause—the question of Union security does not arise, because the Union Shop will be a far more adequate protection to the Union than any voluntary check-off would be. There remains the matter of convenience. Against this must be put the reluctance of the Company to add to its book-keeping responsibilities and to incur the odium of reducing the "take-home" pay. Further the Union failed to satisfy us that there was any need for a check-off in this particular case. We consequently recommend that no check-off clause, even of the voluntary type, be included in the contract.

We observed with gratification the excellent relations obtaining between Golden Manitou Mines, Ltd., and their employees. We commend both parties on these relations and on the fair contract which they propose to

conclude. We congratulate them on the good spirit and ability with which both laid their case before us. We sincerely believe that the acceptance by both of the recommendations we have made will be in their joint interest and will make for the continuation of the happy and efficient labour-management relationship we have been glad to record.

February 5th, 1945.

(sgd.) B. S. KEIRSTEAD,
Chairman of the Board.
(sgd.) GUY M. DESAULNIERS

Minority Report

Re: Board of Conciliation in the Matter of the Dispute between Golden Manitou Mines Limited and the United Mining and Smelting Workers, Local 164.

I regret that I cannot agree with the conclusion of the majority of the Board in favour of union shop.

In my opinion, it is much too extreme a step to recommend the inclusion of a union shop clause in a first agreement, particularly where there has not been a complete investigation into the number of present members of the union in good standing. As the majority of the Board have stated, the effect of a union shop clause is to coerce a minority of the employees who are not members of the union and also to coerce the company in its employment practices. I cannot bring my mind to think that such coercion is necessary or desirable and it is completely repugnant to my conception of justice to the individuals and to the company.

Recently, as a member of a Board of Conciliation, I had occasion to consider the desirability of inserting a maintenance of membership clause in a first agreement in Steel Company of Canada v. United Steel Workers of America, Local 1005¹ and the unanimous view of the Board in that case was expressed as follows:

To ask in a first agreement that "good standing" in a union as yet untried in this plant, and one whose conditions of "good standing" are consequently an unknown factor to this company, be made a condition of employment does not commend itself to this Board, and it is accordingly recommended that the union withdraw its request for inclusion of this clause.

In my opinion that view is even more applicable to a union shop clause and I would therefore in the present case, recommend that the union withdraw its request for the inclusion of a union shop clause.

As to check-off, I agree with the conclusion of the majority of the Board that we should

¹ L.G., Jan., 1945, p. 55.

recommend against the inclusion of a check-off clause. In my opinion, the union here has not made out any case for check-off. It has adduced no evidence as to the present number of its paid-up members or as to the present number of its members in good standing, and, in fact, when requested by counsel for the company to supply this information to the Board, the union, through its representatives, objected to doing so. Moreover, the union did not adduce any satisfactory documentary evidence in the form of signed authorization cards or otherwise with a view to establishing that a substantial number of the employees desire check-off facilities. Nor did the union establish that it had any particular difficulty in collecting dues from its members; certainly it did not establish any such difficulties which could be attributed to the conduct of the company. Therefore, on the evidence, I would recommend against the insertion of a check-off clause. I might add in this connection that I agree with the view expressed by Professor Bora Laskin, the employees' nominee on the Board of Conciliation in *Lake Shore Mines Limited v. Kirkland Mine and Mill Workers' Union, Local 240*,² that the check-off should not be made the means of initiating union stability "saving perhaps cases where it appears that

an employer's unfair labour practices have prevented a union from establishing itself on solid footing". There has been no suggestion in the present case that the company has been guilty of unfair labour practices.

I cannot refrain from observing that, if consistency and uniformity of conditions in a particular industry constitute desirable objects, two prior Boards of Conciliation dealing with mining companies have reached the same conclusion as I have reached, namely that maintenance of membership or union shop and check-off should not form part of a first proposed collective labour agreement. (See the unanimous decision in *Lake Shore Mines Limited v. Kirkland Mine and Mill Workers' Union Local 240*² and the majority decision in *Noranda Mines Limited v. International Union Mine, Mill and Smelter Workers, Local 688*.³)

I should add, in conclusion, that if I have expressed my dissent from the views of the majority of the Board in vigorous terms it is not done without respect for the views entertained by the majority, which I know they reached after anxious and careful consideration of the matter.

(sgd.) JOHN J. ROBINETTE,
Employer's Nominee.

Report of Board in Dispute between the Steel Company of Canada, Limited, Ganoque, Ont., and Local 3208, United Steelworkers of America.

On February 24 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Steel Company of Canada, Limited, Ganoque, Ont., and Local 3208, United Steelworkers of America.

The Board was under the chairmanship of His Honour Judge J. P. Madden, Ottawa, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. John J. Robinette, Toronto, appointed on the nomination of the employer, and Mr. Henry L. Cartwright, Kingston, Ont., appointed on the nomination of the employees.

The text of the Board's report follows:—

Report of Board

Re Wartime Labour Relations Regulations, P.C. 1003, and re Dispute Between Steel Company of Canada Limited (Ganoque) and Local 3208 United Steel Workers of America.

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you in this matter now begs leave to report.

The representatives of both the interested Company and the Union met with the Board at Ganoque, Ontario, the site of the plant in question, on February 7, 1945.

The Company was represented by G. A. Little, Superintendent of the Ganoque Works, R. E. Alden, Personnel Department, Steel Company of Canada, Limited, A. L. Lott, Manager of Industrial Relations, Steel Company of Canada Limited.

The Union was represented by Gordon Bishop, Recording Secretary of Local 3208, M. T. Montgomery, Field Representative of the International Union, and Don R. Montgomery, Field Representative of the International Union.

The cases for the Company and the Union were very ably presented by Mr. Lott and Mr. M. T. Montgomery, respectively.

The Union was certified by Ontario Labour Relations Board on May 2, 1944. The parties, almost immediately thereafter, commenced negotiations to bring to completion a collective agreement. Numerous meetings were

² L.G., Nov., 1944, p. 1357.

³ L.G., Feb., 1945, p. 163.

held over a period of some months, but it finally appeared there was no hope of compromise of the respective views of the Company management and the Union, regarding clauses having to do with maintenance of membership and check off. There were other unsettled matters hinging upon those two main ones, such as Union activity on Company premises, grievance procedure, arbitration and wages.

The Union filed an application with the Regional War Labour Board on September 2, 1944 for approval of wage increases, but no disposition has yet been made of same. Wages were not dealt with by us.

The Gananoque plant of this Company manufactures light forgings and various small steel parts for automobiles and agricultural implements.

For the Union, it was shown that on April 14, 1944 when there were 138 employees in this plant a vote was taken. Out of 133 who cast ballots 114 were in favour of the Union. Since then the number of employees has dropped to about 121. Of this latter number 99 paid Union dues within the last three months.

The Company submitted that the Board were not empowered to make recommendations respecting maintenance of membership and check off, or even to attempt to facilitate the making of an agreement between the parties thereon, as the expression "collective agreement" as defined by P.C. 1003, paragraph 2 (1) (d) did not include such matters. It is understood similar objections have previously been raised but that no decision has been given thereon. Accordingly, the recommendations made herein will necessarily be subject to any such decision by appropriate authority.

In view of the findings and recommendations set out below, it is not considered necessary to deal with the attitude of the Company towards maintenance of membership.

The employer Company gave three main reasons for opposing a check off clause:—

- (a) The Union should be able to collect membership dues without any assistance;
- (b) The additional bookkeeping involved would cause the Company unnecessary work and expense;

- (c) By thus assisting in the collection of dues, the Company would "contribute financial or other support" to the Union, contrary to P.C. 1003, paragraph 19 (1).

As the hearing proceeded, it became apparent that the parties were willing to follow the recommendations, recently made, of the Board of Conciliation, in the case at Hamilton involving Local 3250, in respect to all matters in dispute in the Gananoque case, exclusive of maintenance of membership and check off. The proceedings were thereby greatly facilitated as, for all practical purposes, only the two main items remained to be dealt with.

Although the great majority of the employees are already members of the Union, a maintenance of membership clause is not considered advisable. The Union has been the bargaining agent only a short time and there has been no previous agreement between the parties.

The Company, by assisting in the collection of dues under a check off clause, would not thereby infringe on the provisions of P.C. 1003, paragraph 19 (1). To hold otherwise would attribute to this Regulation a much narrower meaning than was obviously intended. The other objections of the Company to this clause did not appear to be sufficient to indicate that the inclusion of same in the agreement would, in any way, injuriously affect the good relationship now existing between employer and employees in this plant.

The Board therefore recommends:—

- (1) That the Union drop its demand for maintenance of membership;
- (2) That the agreement between the parties contain a clause providing for the check off by the Company of Union dues upon voluntary authorizations by the employees.

All of which is respectfully submitted.

Dated at Ottawa, the 15th day of February, A.D. 1945.

J. P. MADDEN,
Chairman.
H. L. CARTWRIGHT,
Member.
JOHN J. ROBINETTE,
Member.

Conciliation Work of the Industrial Relations Branch During February, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

DURING the month of February, officers of the Industrial Relations Branch were called upon to handle 26 industrial disputes or controversial situations involving 18,747 workpeople employed in 34 different establishments. Of these 21 were new disputes

which originated during the month, while 5 were situations which had been untermi- nated as of January 31, and received further attention in February. They were dealt with under the provisions of the Conciliation and Labour Act, being distinct from and in addition to

Conciliation proceedings under the Wartime Labour Relations Regulations described on previous pages, and under Order in Council P.C. 4020.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING AND SMELTING, ETC.	
Coal Mining	6
Metal Mining	1
MANUFACTURING	
Metal Products	12
Textiles, Clothing Products, Etc.	2
Wood Products, Miscellaneous	1
Shipbuilding	1
Rubber Products	1
TRANSPORTATION	
Water	1
Miscellaneous	1
NATURE OF DISPUTE OR SITUATION	
Strike or Lockout	11
Threatened strike	3
Controversies	6
Arbitrations	3
Requests to conduct consent elections ..	1
Requests for services of Commissioners ..	2
PREDOMINANT CAUSE OR OBJECT	
Increase in wages	9
Decrease in wages	1
Other causes affecting wages and working conditions	4
Recognition of Union	1
Discharge of workers for union membership or activity	3
To secure or maintain union wages and working conditions	1
Other union questions	2
Discharge of workers for other than union activity	1
Employment of particular persons	1
Unclassified	3
DISPOSITION	
Strike terminated by mediation or other Departmental action	3
Controversy terminated by mediation, etc. I.D.I.C. appointed under P.C. 4020	2
Written statement terminating situation	2
Dispute lapsed; no further action necessary	1
Referred to N.W.L.B. or R.W.L.B.	4
Referred to Provincial authorities	2
Other Disposition	1
Disposition Pending	10

RESULTS

In favour of employer	5
Compromise or partially successful	1
Indefinite or unterminated	14
Not known	6

METHOD OF SETTLEMENT

Conciliation or mediation	7
Direct negotiations	4
Administrative action	2
Investigation only	1
Settlement Pending	12

Brief summaries of a few of the cases of chief interest are given below:—

Electrical Apparatus Workers, St. Catharines, Ont.—On February 2 the Department received a request from a representative of the United Electrical, Radio and Machine Workers of America for the appointment of an Industrial Disputes Inquiry Commission under the provisions of Order in Council, P.C. 4020, in connection with a charge that the Packard Electric Company, Limited, of St. Catharines, had discharged an employee with 17 years' service because of union membership and activity. A preliminary investigation by Mr. J. P. Nicol Sr., Industrial Relations Officer, Toronto, revealed that the employee was dismissed for a serious infraction of Company regulations after having received adequate warnings. The request of the Union was accordingly denied.

Coal Miners, Cape Breton, N.S.—Early in February the Department was informed of a decision taken in Convention by District No. 26, United Mine Workers of America, to take a strike vote throughout the membership of the District on recommendation of the District Executive. The chief employers involved were the Dominion Coal Co. Ltd., Old Sydney Collieries Ltd., Acadia Coal Co. Ltd. and the Cumberland Railway and Coal Co. The purpose of the vote was announced as being to ascertain whether the miners were willing to strike to "enforce" their demands for certain wage increases and additional holidays with pay. Earlier application had been made by the union to the National War Labour Board for its approval of the Union's demands, but the application had been rejected. On February 14 the Union asked the Industrial Relations Branch of the Department for information as to the procedure to be followed in the event that the vote resulted in favour of a strike. Its officers were advised by the Minister of Labour that the decision of the National War Labour Board was final and binding, that any strike against the Finding and Direction of the Board would be illegal, and that any action taken to incite a strike of such nature would also constitute an offence. He urged that the Union should cancel the strike vote and either present new evidence to the National War Labour Board in support of its demands or submit its case

to the Royal Commission on Coal. The Union contended in reply that provision for the taking of a strike vote was made under Order in Council, P.C. 7307. On February 19 the Minister of Labour informed the President of the District Executive of the Union that Order in Council, P.C. 7307 had been cancelled on September 1, 1944. He also announced through the press and radio his exchange of correspondence with the Union. However, the Union proceeded with the strike ballot and it was reported that a considerable majority of those who voted were in favour of strike action. Shortly afterwards the President of the District Executive of the Union announced his intention to seek an early interview with the Minister of Labour for a discussion of the situation.

Coal Miners, Glace Bay, N.S.—On February 6, 1945, about 150 men employed at No. 1B Colliery of the Dominion Coal Company Limited, Glace Bay, N.S., went on strike over the dismissal of a returned soldier who refused to work on the coal face in accordance with the terms of his engagement. The strike spread to other shifts and by the following day some 1,270 men were idle. An investigation was conducted by Mr. A. MacDonald, Industrial Relations Officer, Glace Bay, N.S., who was informed that the man in question claimed that a knee injury suffered during the present war made it impossible for him to continue working on the face. An agreement was reached that the Union would transfer one of its members regularly assigned to datal work to the coal face and that the returned man would be placed on datal work.

Railway Car Builders, Trenton, N.S.—Three unauthorized strikes were staged during February by Building Track and Steel Construction employees of the Eastern Car Company Limited, Trenton, N.S., in protest against existing wage rates and working conditions. On February 7 about 175 men, represented by Local No. 2131, United Steel Workers of America, walked off the job. Mr. A. MacDonald, Industrial Relations Officer, Glace Bay, N.S., investigated and secured an agreement the same day under which the men promised to resume work pending negotiations for a settlement of their complaint. However, due to the small number reporting for work on the 8th, the plant remained idle until February 9th. On the afternoon of February 26 about 200 men ceased work, reportedly for the same reasons as before. They resumed work on the morning of February 28, but the same number walked out again three hours later due to a misunderstanding between the plant superintendent and foremen as to the number of men to be assigned to the track crew. The

strike was officially declared off on March 1, but not enough men reported to enable operations to be resumed until the morning of March 2. As the *LABOUR GAZETTE* went to press, it was reported that arrangements had been made to have Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., fly to the locality to make a thorough investigation of the continued unrest.

Aircraft Workers, Winnipeg, Manitoba.—In mid-February, 1945, a complaint was received by the Department from Local No. 741, International Association of Machinists, that an employee of MacDonald Bros. Aircraft Ltd. of Winnipeg, Man., had been discharged following a conviction for a civil offence. It was claimed that the Company refused to reconsider the employee's dismissal or to deal with it under established grievance procedure. Upon receiving from the Union a formal application for the appointment of the Chairman of an Arbitration Committee under the provisions of the collective agreement between the parties, the Minister of Labour on February 24 appointed His Honour Judge W. J. Lindal, of Winnipeg, to act as the Independent Chairman of an Arbitration Committee. The case had not been finally settled at the end of the period under review.

Textile Workers, Cornwall, Ont.—About 80 employees in the Weaving Department of the Stormont Mill of Canadian Cottons Limited, Cornwall, Ont., went on strike on February 14, 1945, in protest against the choice made by the Company in transferring an employee from one department to another. The striking workers were members of the United Textile Workers of Canada, Local No. 2. Mr. R. Trepanier, Industrial Relations Officer, proceeded to Cornwall from Montreal and, after meeting the Union, undertook to arbitrate the case provided that the employees immediately called off their strike. Work was resumed on the morning of February 15, after which a decision was rendered in arbitration by Mr. Trepanier. The decision was in favour of the Company, as a result of which a small group of workers engaged in a sit-down strike. This was abandoned when the Company and the Union executive, in consultation with Mr. Trepanier, agreed upon disciplinary measures to be taken.

Clothing Products Workers, Toronto, Ont.—A request was made during February by the Minister of Labour for Ontario to the Federal Minister of Labour for the appointment of an Industrial Disputes Inquiry Commission under Order in Council, P.C. 4020, to investigate the dismissal of an employee of Ontario Boys' Wear Limited, of Toronto, allegedly on account of union membership and activity. The

request followed a preliminary investigation into a complaint on behalf of a local union of the Amalgamated Clothing Workers of America. A Commission was issued on February 22 to His Honour Judge Ian M. Macdonell of Toronto. The report of the Commissioner had not been received at the end of the month.

Wood Products Workers, Owen Sound, Ont.
—On February 22, 1945, the Minister of Labour received from the Minister of Labour for Ontario a request for the appointment of

an Industrial Disputes Inquiry Commission under the provisions of Order in Council P.C. 4020 to investigate a charge by the National Union of Woodworkers, Local No. 5 (C.C.L.), that an employee had been unjustly dismissed by the Keenan Woodenware Manufacturing Company of Owen Sound, Ont. Previously a preliminary investigation of the case had been made by Mr. H. Perkins, Industrial Relations Officer, Toronto. On February 27 the Minister of Labour appointed His Honour Judge W. G. Owens, of Walkerton, Ont., to conduct a formal investigation.

Report of Industrial Disputes Inquiry Commission in Dispute between Halifax Shipyards Limited, Halifax, N.S., and its Employees, Members of Local No. 1, Industrial Union of Marine and Shipbuilding Workers of Canada

Under the provisions of Section 8 of Order in Council P.C. 4020 the Minister of Labour is empowered to appoint an Industrial Disputes Inquiry Commission for the purpose of investigating any situation which, in his opinion, appears to be detrimental to the most effective utilization of labour in the war effort.

This Section was invoked on January 5, 1945, when the Minister of Labour appointed the Honourable Mr. Justice J. G. Gillanders, of the Supreme Court of Ontario, as an Industrial Disputes Inquiry Commission to investigate various aspects of a dispute between Halifax Shipyards Limited, Halifax, N.S., and its employees as represented by the Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 1, C.C.L.

The full report of the Commission is reproduced herewith.

Report of Commission

Under the authority of Order in Council 4020 and amendments thereto, the undersigned was, on January 5, 1945, appointed as an Industrial Disputes Inquiry Commission to investigate various matters relating to Halifax Shipyards Limited and its employees represented by Industrial Union of Marine and Shipbuilding Workers of Canada (Local No. 1) C.C.L.

After due notice, the inquiry opened in the County Council Chambers, in the Law Courts Building, Halifax, Nova Scotia, on Monday, January 29, 1945.

The union was represented by J. L. Cohen, K.C., as counsel; Donald MacDonald, M.L.A., district representative of the C.C.L.; Patrick Shea, district representative of the C.C.L.; Charles Murray, secretary-treasurer and business agent of Local No. 1; with other union representatives. The company was represented by F. D. Smith, K.C., as counsel; R. J. R.

Nelson, general manager; Daniel Scouler, general superintendent; John Paterson, superintendent of the Dartmouth Yard; and other company officials.

Mr. H. R. Pettigrew, Industrial Disputes Officer for the Maritime Provinces, was present and attended throughout the proceedings.

At the outset, in order to plan the inquiry and to avoid any surprise in respect of the various matters falling within the ambit of the Commission to be raised, counsel for the union stated and briefly summarized, for the information of the Commission and the company, the various matters and items intended to be presented for consideration. Following this, counsel for the company stated the company's position in respect thereto.

When this had been concluded, it appeared that the matters to be presented fell into two general groups.

1. A number of complaints in respect of which evidence would be called which, it was said, would indicate breaches of an agreement of August 25, 1944, which terminated a strike then in progress under which agreement the employees returned to work on the understanding *inter alia*, that the terms of employment would be those which prevailed at the time the cessation of work occurred, and that the company would take the men back into its employment without prejudice as rapidly as the usual difficulties of reopening the plant would permit. Various allegations were made which were said to indicate breaches of this agreement and show discrimination by the company against members of the applicant union. These items covered considerable range, including (a) The alleged refusal of the company to re-employ one, Alexander Munro, chief steward of the local union; (b) The alleged cancellation of non-recognition of two passes to the company yard in the hands of union

officials; (c) The institution of a new and allegedly more onerous procedure respecting employees absenting themselves on union business; (d) The alleged discontinuance of a courtesy, which it was said had become a practice, in furnishing periodical lists of employees to the union; (e) The alleged participation of the company in organizing or assisting in the organization of another and rival union among the employees; and other alleged acts and incidents which, it would be urged, indicated a policy of discrimination against union members.

The company denied any policy or acts of discrimination or any breach of the agreement under which the employees returned to work and, counsel stated, was prepared to tender evidence in support of this position.

2. The present status of the collective bargaining agreement which was or had been in effect between the parties. The union took the position and proposed to urge that the written collective bargaining agreement dated November 16, 1942, and which had been extended with revisions, for certain periods, was in full force and effect at the time of the strike in August, 1944, and still was in this plight at the present time. The company proposed to establish that this agreement had expired and terminated on March 16, 1944.

On considering the various matters indicated and the position of the parties with respect thereto, it seemed apparent (a) That a full investigation of past incidents concerned with alleged discrimination and breach of agreement, together with the acrimony and differences which such an inquiry frequently stimulates, might well be harmful and detrimental to the future relations of the parties concerned, and in the long view unprofitable, in finding some ground mutually satisfactory to both parties upon which they could hope to carry on their important work; (b) That it was of fundamental importance to have the status of the collective bargaining agreement between the parties set at rest, and that whatever the status might be of the disputed agreement, it would be highly desirable to arrive at a new or renewed agreement providing for the future and obviate the necessity of considering whether or not the old disputed agreement was effective.

These considerations were outlined to the parties and their counsel with the suggestion that time should be taken to explore with care the possibility of reaching an agreement which would govern their future relationships and avoid the necessity of reviewing past events which might adversely affect their future rela-

tionships. Both parties responded wholeheartedly to this suggestion in a spirit of sincerity and co-operation and were finally able to reach complete agreement.

A new written collective bargaining agreement, along the lines of the previous agreement between the parties—with some revision—was executed. The new agreement is between the company, on the one part, and Locals Nos. 1 and 13 of the union, on the other part, (Local No. 1 having been divided, since the previous agreement, into Locals Nos. 1 and 13, which two locals now represent the employees formerly represented by Local No. 1) and continues to November 1, 1946, subject to two months' notice prior to that date of any proposed alteration. A copy of this agreement, executed by all parties, is attached to this report.

All charges and allegations of discrimination of all kinds, and all alleged breaches of the agreement under which the employees returned to work, were completely withdrawn by the union. Alexander Munro, the employee who, it was alleged, had been refused re-employment after the strike of August, 1944, stated, through Mr. Cohen, counsel for the union, that if consideration of his case might in any way interfere with successful negotiations between the company and the union, he desired to ask, and did ask, that all allegations and complaints in respect thereof be completely withdrawn.

All allegations of discrimination and breach of agreement having been withdrawn, it was agreed that two passes, similar to those formerly issued by the company to union representatives, would be issued and recognized by the company.

The parties and their counsel are to be commended for their co-operation and success in reaching an agreement as indicated. It was apparent, during the negotiations, that both parties recognized a broad public duty to find common ground on which their important work could be carried on. They were ready to concede points which, under other conditions, might be thought important, and in arriving at a new agreement have rendered a service not only to themselves but in the national interest.

Dated at Toronto, this sixth day of February, 1945.

J. G. GILLANDERS,
Commissioner.

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

Collective Agreements and Wage Schedules

Recent Collective Agreements

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

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

Mining, Non-Ferrous Smelting and Quarrying: Metal

PREMIER, B.C.—SILBAK PREMIER MINES LIMITED AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 694.

Agreement to be in effect from October 16, 1944, to October 15, 1945, or so long as the union maintains a majority of the employees, whichever period is shorter, and until a new agreement is made. The company recognizes the union as the exclusive representative of all its employees. All eligible employees may join union and may agree to sign check-off for all dues, assessments and fines. No discrimination by the company against any employee because of his union activities, or by the union against any employee.

Hours: 8 per day, 48 hour week, for all workers; for underground workers, the 8 hour day is portal to portal. Overtime: time and one half for all work performed in excess of these hours and also for any work on four specified statutory holidays. Vacation of one week with pay to all eligible employees who have worked at least 300 shifts in any continuous 12 months' period. Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles, Clothing etc.

MONTREAL, P.Q.—PLEATING AND EMBROIDERY MANUFACTURERS' ASSOCIATION, INC., AND OTHER FIRMS, AND THE INTERNATIONAL LADIES GARMENT WORKERS' UNION, LOCAL 315 (EMBROIDERY, PLEATERS, STITCHERS AND BUTTON MAKERS).

Agreement to be in effect from August 1, 1944, to July 31, 1945. Employers agree to employ only union members in good standing, and to secure any additional help through the union, if available; any others employed during busy season to be considered temporary help and

retained only during the emergency period. The latter must register with the union after one week's employment.

Hours: 8 per day, 4 on Saturday, a 44 hour week, except during June and July when no work is permitted on Saturday. A 15 minute rest period without pay deduction to be granted to all employees during afternoon. Overtime is payable at time and one half and is limited to two hours on any one day and eight hours per week, none on Friday or Saturday. During busy season, however, if an emergency arises, four hours additional overtime may be worked on Saturday afternoon, subject to the prior consent of the union. All overtime after 7 p.m. is prohibited.

Wages: Piece work is prohibited. Bonnaz operators \$41.26 per week, pleaters and pattern makers \$24.49, crochet beaders \$16.70; stampers, special machine operators \$17.81; hand embroidery workers, floor help, pleaters' assistant and covered button and buckle makers, \$13.91. Bonnaz apprentice wage rates are \$8.90 during first six months, increased every six months to \$30.05 after three and one-half years, \$41.26 after four years, if competent. Vacation: one week with pay to all employees working in the industry for twelve months, to be paid by last employer. Health and sick benefits: as from August 1, 1944, each employer agrees to pay one per cent of the weekly payroll of his union employees into a fund to be devoted to payment of sick benefits to union members.

Division of work: in slack times available work to be divided as equally as possible among all employees. Apprenticeship regulations and grievance procedure are included in the agreement.

Manufacturing: Printing and Publishing

VANCOUVER, B.C.—THE NEWS-HERALD LTD., AND THE VANCOUVER NEWSPAPER GUILD, LOCAL 2.

Agreement to be in effect from November 1, 1944, to November 1, 1945, and year to year thereafter subject to 40 to 60 days' notice. The company recognizes the Guild as the sole collective bargaining agency for the employees covered by this agreement.

Hours: editorial department—no more than 8 per day, six days a week with one full day off every two weeks; circulation, advertising, business office, and building—8 per day, 4½ on Saturdays, not more than 44 hours per week. Overtime at the rate of time and one-half for all work in excess of above hours in the latter departments. In the editorial department the principle of time and one-half off in lieu of cash payments is agreed to for regular employees. The above also applies to work on statutory holidays. Vacations with pay to all employees are provided for on the following basis—em-

ployees with 6 months' service but less than one year, one week; those with more than one year's service, two weeks.

Wages: Editorial department—senior reporters \$155.12 to \$184.12; copy readers, rewriters, \$144.12 to \$179.12; intermediate reporters \$98.61 to \$144.12; junior reporters, \$77.85 to \$98.61; copy runners \$51.90 to \$65. Circulation department—senior clerk \$93.42 to \$106.40. Junior clerk \$70 to \$77.85, canvassers \$112.47 to \$155.77. Advertising department—senior salesmen \$164.12, plus commission, junior salesmen \$130 plus commission, classified salespeople \$75, plus commission, stenographer, \$83 to \$114.12, office boy or girl \$51.90 to \$67.47. Business office—senior clerk \$129.12, intermediate clerk \$114.12, junior clerk \$85 to \$106.40, P.B.X. operator—counter girl \$95; janitor \$100.12. Dismissal pay is provided for those with over two years' service equivalent to one week for each full year of service up to a maximum of 14 weeks' pay. Provision is made for settling of disputes.

Manufacturing: Miscellaneous Wood Products
 KELOWNA, B.C.—S. M. SIMPSON LTD. AND BRITISH COLUMBIA WOODWORKERS' UNION, LOCAL 4.

Agreement to be in effect from December 1, 1944, to December 1, 1945, and year to year thereafter subject to two months' notice. The company recognizes the union as bargaining agent for its Manhattan Beach employees, excepting truck drivers.

Hours of work shall not exceed those authorized by the provincial Department of Labour. Overtime shall be paid for at the rate authorized by the War Labour Board. Female workers to have a ten-minute rest period twice a day, subject to approval of Regional War Labour Board. Vacation: one week with pay annually for all employees with company for one year or more. Wages and classification of work to be those authorized by the War Labour Board. Female workers on any job formerly done by male workers to be paid at the same rate as the male worker, provided the female worker does the same amount of work on all jobs as efficiently, and without assistance. The company reserves the right, subject to approval of the Regional War Labour Board, to use its own discretion in payment of annual bonus. Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

MONTREAL, TORONTO AND LONDON.—GENERAL STEEL WARES LTD., AND UNITED STEELWORKERS OF AMERICA.

Agreement to be in effect from December 8, 1944, to December 31, 1945, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January, 1944, p. 68, with minor changes.

Manufacturing: Shipbuilding

HALIFAX, N.S.—HALIFAX SHIPYARDS LIMITED AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCALS 1 AND 13.

Agreement to be in effect from January 30, 1945, to November 1, 1946, and thereafter from year to year subject to notice. The company recognizes the union as the collec-

tive bargaining agency for the employees, and will not interfere with the right of its employees to become members of the union, or discriminate against employees because of union membership.

Check-off: "If it be determined that the provisions of the Trade Union Act of Nova Scotia relating to check-off for union dues apply to this company and the union establishes its legal position, the company agrees to conform with the relevant provisions of the legislation. The company, however, contends that such provisions of the statute have no application to this company and reserves all objections thereto."

Hours for day work: 8 per day, 4 on Saturdays, a 44-hour week. Hours for night work: 11 per night payable at time and one-eighth for 9 hours and overtime thereafter. The number of employees on night work is limited.

Overtime: time and one half; all work on Sundays and nine specified holidays, double time.

Wages shall be paid in accordance with the provisions of Wartime Wages Control Order, 1943, P.C. 9384 (LABOUR GAZETTE, Dec. 1943, pp. 1602-12) and in accordance with any Finding and Direction of the National War Labour Board. Such a Finding and Direction dated May 2, 1944, sets hourly wage rates among which are the following: hammersmith, heavy forger 95 cents per hour; blacksmith and anglesmith, plater, shipfitter, boilermaker, flanging press operator, flanger, riveter, chipper and caulker, sheet metal worker, shipwright, carpenter, wood caulker, ship rigger, machinist, electrician, pipe fitter, steamfitter and plumber 85 cents; lay-out man, layer-out (boiler shop) 90 cents to \$1; driller, holder-on 75 cents; bolter-up, reamer and countersinker 65 cents, rivet heater 70 cents; passer boys, under 18 years of age, 40 cents, 18 years of age or over 45 cents; acetylene burner, oxy-acetylene cutter 77½ cents; welder-acetylene, electric (arc) 65 to 85 cents; chipper (only) 75 cents, coppersmith 90 cents to \$1.05; loftsmen 85 cents to \$1.10; pattern maker 85 cents to \$1.05; crane operators 65 to 85 cents; slinger, hooker-on, crane chaser, follower or signalman 60 to 70 cents; painters 60 to 85 cents; oiler, greaser, machine cleaner 60 cents; helpers (after one year) 60 cents; labourers 50 cents.

"Dirty work" is payable at 10 cents per hour extra. Cost-of-living bonus shall be paid as provided in Wartime Wages Control Order, 1943, P.C. 9384.

Annual vacation with pay: "all employees covered by this agreement shall be entitled to such annual vacation with pay as may be authorized from time to time, by the National

War Labour Board." The following conditions were authorized by a Finding and Direction dated October 14, 1943: All employees who, on October 1, 1943, have been on the payroll a minimum of two months and who have been in regular attendance, will be entitled to the following holidays with pay; one day for two months' work, one and one half days for three months' work, increasing one half day for each additional month to 6 days for twelve months' work. In all subsequent years during the currency of this plan the employees of the company are entitled to 6 days' vacation with pay if they have worked the full twelve months period. There is a provision for the deduction of one half day for each of the twelve periods of the year that an employee has not the required 25 days' attendance.

Ability being equal, seniority to be the governing factor in lay-off, rehiring, promotion and demotion. The apprenticeship system is part of the agreement. Grievance committees to be formed for the settlement of disputes with the company. If they are unsuccessful the dispute will be referred to a joint adjustment board, whose chairman if not mutually agreed on will be selected by the Federal Minister of Labour, the decision of this board to be final and binding.

Transportation and Public Utilities: Water Transport

VANCOUVER, B.C.—UNION STEAMSHIPS LTD. AND SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA, VANCOUVER BRANCH (BRITISH COLUMBIA SEAMEN'S UNION)

Agreement to be in effect from December 9, 1944, to December 8, 1945, and thereafter from

year to year subject to two months' notice. The company agrees to give preference in employment to union members and to secure their unlicensed ships' personnel with the exception of pursers, chief stewards, second stewards, and freight clerks through the offices of the union.

Authorized representatives of the union shall be allowed reasonable access to contact members of the Union on board the Company's vessels at any time, provided that in the Company's opinion, such contact will not interfere with the regular operation of sailing, loading or unloading.

Hours: All crew members shall receive 24 consecutive hours clear of the ship in every seven days. In engine room, on overnight vessels, 8 hours per 24 (i.e. 4 hours on and 8 hours off), on day vessels 12 hours per 24 (6 hours on and 6 hours off); for deck employees, quartermasters, winchmen and deckhands, 12 hour day on certain ships and 8 hours for quartermasters, and watchmen on others. In stewards, department and galleys—stewards 9 to 10 hours; galley help, mess boys and porters 9 hours; nightmen 10 hours, cooks 11 to 12 hours.

Wage rates: Winchmen and quartermasters, \$100 per month; watchmen, stevedores, daymen and deckhands (local) \$95; deckhands (northern) \$90; oilers \$105.75; firemen \$96.25 plus \$5 bonus from June to September (local); nightmen \$82.50 to \$87.50, stewards \$77.50 to \$85, messmen \$67.50, porters \$62.50, chief cook \$105 to \$130, second cook \$85 to \$95, third cook \$75 to \$95, all other cooks \$75. Stewards monthly bonus of \$7.50 May to September. In the event of any ship running shorthanded, wages that would otherwise be paid to the members who are absent shall be paid to the crew members in the particular department affected. Overtime is payable to some deck employees under certain conditions. Vacation: one week with pay to all employees after twelve months' consecutive service and two weeks with pay annually after two years' service. Seniority rights and grievance procedure are included in the agreement.

Collective Agreement Act, Quebec

IN QUEBEC, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is

administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of three new agreements and the amendment of nine others, all of which are noted below. The repeal of two agreements are also noted. A request for the amendment of the tannery industry agreement for the Province was gazetted January 20, and a request for the amendment of the paper box industry agreement (uncorrugated) for the Province was gazetted February 3. A request for a new agreement for retail shoe stores in Montreal was also published in the QUEBEC

OFFICIAL GAZETTE February 3. Barbers and hairdressers at Montreal requested an amendment February 3. Requests for the amendment of the building trades agreements at Sherbrooke and St. Johns and for the amendment of the dress industry agreement for the Province were gazetted February 10. Requests for new agreements for policemen at Sherbrooke and the uncorrugated paper box and paper bag industry in Quebec were published February 10. Requests for the amendment of the building trades agreements at Sherbrooke and Montreal were published February 17.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated January 11, and gazetted January 20, amends the other Orders in Council for this industry (L.G. Mar., 1940, p. 282; Feb., 1941, p. 183, Aug., p. 1008, Oct., p. 1313; Mar., 1942, p. 353, Sept., p. 1097, Dec., p. 1490; Apr., 1943, p. 489, Oct., p. 1381; Mar., 1944, p. 359, June, p. 753, Aug., p. 1005) by the addition of one more party.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated January 11, and gazetted January 20, amends the previous Orders in Council for this industry (L.G., May, 1944, p. 637; Feb., 1945, p. 182 and previous issues).

Vacation: One week with pay after one year's continuous service. No vacation pay for vacation not taken.

Manufacturing: Wood Products

SASH AND DOOR INDUSTRY, QUEBEC

An Order in Council, dated January 11, and gazetted January 20, makes obligatory the terms of an agreement between "L'Association des Constructeurs de Québec" and "Le Conseil des Métiers de la Construction des Syndicats nationaux catholiques de Québec", and "L'Union Canadienne des Ouvriers des Matériaux de Construction", local 3, sections 1 and 2. Agreement to be in effect from January 20, 1945, to January 19, 1946, and thereafter from year to year subject to 60 days' notice. Territorial jurisdiction comprises the cities of Quebec and Levis, and several neighbouring towns.

Hours: 9-hour day, 54-hour week. Overtime is payable at time and one-half; double time on Sundays and six specified holidays.

Hourly wage rates: bench joiner in the shop 67½ cents, machine joiners in the shop 62½ cents, junior journeyman joiner (one year) 55 cents, stationary enginemen (maximum of 72 hours per week) 53 cents, machinists 60 cents, common labourers 47½ cents, machine operators (first six months) 47½ cents, machine operators (after six months) 52½ cents, machine operators' helpers (under 18 years) 20 cents, machine operators (over 18 years) 35 cents, truck drivers 50 cents, carters (maximum of 60 hours) 45 cents, apprentice bench and machine joiners in the shop, and machinists' apprentices from 25 cents during first year to 40 cents in third year.

Manufacturing: Metal Products

GARAGE EMPLOYEES, SHERBROOKE

An Order in Council, dated January 31, and gazetted February 10, makes obligatory the terms of a new agreement between "La Section de l'Automobile de l'Association des Marchands détaillants du Canada Inc." and "L'Association des Employés de l'Auto Voiture des Cantons de l'Est, Inc.". Agreement to be in effect from February 10, 1945, to February 9, 1946. Territorial jurisdiction comprises the city of Sherbrooke and all municipalities within a radius of ten miles. The agreement governs professional employers, office clerks, salesmen, artisans and wage-earners in garages, gasoline stations and service stations.

Hours: 9 hour day, 5 on Saturday. Overtime is payable at time and one-half, double time on Sundays and six specified holidays.

Minimum wage rates: journeymen wheelwright, machinist, electrician, mechanic, joiner, glazier, painter, upholstery cleaner, dyer, vulcanizer, body man, blacksmith, upholstery maker and tester from 52 to 67 cents per hour; journeymen radiator repairers and welders 67 cents, apprentices 35 and 45 cents; greasers 45 and 50 cents; journeymen vulcanizers 67 cents, apprentices 35 and 45 cents; apprentice stock room clerks \$12 to \$20 per week, after four years; apprentices in all other categories from 20 cents to 40 cents per hour; foremen in all establishments \$35 per week; night service man 38 cents per hour (maximum of 84 hours per week); day service man 45 cents.

Provisions are made for apprenticeship regulations, uniforms and tools. No home work may be performed.

GARAGE EMPLOYEES, MONTREAL

An Order in Council, dated January 11, and gazetted January 20, amends the previous Orders in Council for this industry (L.G., August, 1941, p. 1013; April, 1942, p. 483, July, p. 857; July, 1943, p. 990; April, 1944, p. 495, July, p. 867) by providing for one week's vacation with pay after one year's continuous service.

ALUMINUM INDUSTRY, LA TUQUE

An Order in Council, dated January 11, and gazetted January 20, repeals all Orders in Council for this industry (L.G., April, 1944, p. 496).

Construction

BUILDING TRADES, ST. JEAN AND IBERVILLE

An Order in Council, dated January 11, and published January 20, amends the previous Orders in Council for this industry (L.G., Nov., 1938, p. 1299; Mar., 1940, p. 283, Mar. 1941, p. 334, Aug., p. 1011, Dec., p. 1490; Feb., 1943, p. 220, July, 1944, p. 867) by adding six firms as co-contracting parties.

BUILDING TRADES, CHICOUTIMI AND LAKE ST. JOHN DISTRICT

An Order in Council, dated January 18, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., August, 1941, p. 1009, November, p. 1425, December, p. 1573; December, 1942, p. 1490; February, 1943, p. 219; November, 1944, p. 1368).

Zone I is enlarged to include La Malbaie, Cap-à-l'Aigle, Pointe-au-Pic, Clermont and the territory comprised within a radius of two miles. Baie Comeau is also included and the territory comprised within a radius of fifteen miles from its limits.

Minimum wage rates: Trades	Hourly Wages Zones	
	I	II
Helpers	\$0.60	\$0.45
Bricklayers	0.90	0.70
Carpenter-joiners	0.75	0.60
Firemen, steam boilers	0.65	0.50
Truck drivers	0.60	0.50
Steam shovel firemen	0.70	0.55
Horse drivers, one or two horses	0.60	0.45
Roofers (slate, tile, asbestos, composition)	0.70	0.55
Electricians	0.75	0.65
Electricians (line men)	0.70	0.60
Floor layers	0.75	0.55
Cement finishers	0.70	0.55
Drillers	0.65	0.55
Blacksmiths (drill sharpener operators)	0.90	0.75
Blacksmiths on ordinary construction	0.70	0.55
Watchmen-boiler-firemen	0.60	0.50
Field-watchmen (night or day) maximum: 72 hours per week	0.35	0.35
Riggers	0.70	0.55
Kettlemen	0.65	0.60
Common labourers	0.55	0.45
Masons	0.90	0.70
Stationary enginemen (repair and maintenance)	0.80	0.60
Bulldozer operators	0.80	0.70
Enginemen, compressors, mixers of all kinds	0.65	0.50
Crane operators (steam, gasoline, electricity, oil) for: one drum	0.70	0.55
two drums	0.75	0.60
three drums	0.80	0.65
four drums	0.90	0.70
Enginemen-steam, gasoline, electricity, oil-shovels	0.95	0.90
Enginemen, pumps of all kinds ..	0.70	0.55
Millwrights	0.70	0.60
Ornamental iron and bronze workers	0.70	0.55
Painters	0.70	0.55
Painters, spraymen	0.70	0.60
Painters working outside, higher than 45 feet, decorators and gilders	0.80	0.65
Plasterers	0.90	0.70
Plumbers and pipe fitters	0.70	0.55
Water carriers	0.40	0.40
Concrete metal bracing erectors ..	0.65	0.65
Sprinkler fitters	1.00	1.00
Lathers (wood or metal)	0.65	0.50
Marble setters	0.75	0.60
Terrazzo layers	0.75	0.60
Tile setters	0.75	0.60
Steel bracing erectors and workers (field)	0.65	0.65
"Poudriers"	0.80	0.65
Welders	0.90	0.80
Granite cutters	0.75	0.60
Paper hangers	0.70	0.55
Joint pointers	0.70	0.55
Sheet-iron workers (erection) ..	0.65	0.65

For structural steel, tank and other plate work and the installation of portable boilers and tanks the rate is raised to \$1 per hour except the installation of portable tanks and boilers under two tons, for which the rate is raised to 70 cents. Painters (structural iron) to be paid 85 cents, helpers in these trades 75 cents.

Maintenance employees permanently employed to be paid \$24.80 per week for qualified workers, and \$19.80 for labourers in zone I, \$21.80

and \$18.80 per week respectively in zone II.

There are some changes in apprenticeship regulations.

BUILDING TRADES, SHERBROOKE,

An Order in Council, dated January 18, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Oct., 1942, p. 1209; Feb., 1943, p. 220, Aug., p. 1131; Nov., 1944, p. 1369).

Territorial jurisdiction now divided into four zones: zone I, Sherbrooke and within five miles of it; zone II, Granby and Drummondville, Farnham and Cowansville and within five miles from their limits; zone III, Asbestos, Coaticook, Magog, Mégantic, Victoriaville and Windsor and within five miles from their limits; zone IV, remainder of territorial jurisdiction.

Minimum Hourly Wage Rates in Sherbrooke and Eastern Townships.

Trades	Hourly Rates Zones			
	I	II	III	IV
Bricklayers, masons, plasterers Masons (foundation rough masonry)	\$1.00	\$0.95	\$0.90	\$0.80
Cement finishers—wage rate based on the trade of the employee committed to such operation ..	0.90	0.85	0.80	0.70
Painter, paper hanger	0.70	0.65	0.60	0.50
Sprayman	0.75	0.70	0.65	0.55
Painter-work carried out outside a building at more than 45 ft. high	0.80	0.75	0.70	0.65
Carpenter-joiners	0.80	0.75	0.70	0.65
Pipe mechanics, sprinkler fitters, tinsmiths-roofers	0.75	0.70	0.65	0.55
Pipe mechanics—first six months	0.60	0.55	0.50	0.40
Electricians	0.75	0.70	0.65	0.55
Stationary or portable steam engine men: Cranes and mixers	0.75	0.70	0.65	0.55
Steam boiler firemen	0.65	0.60	0.55	0.50
Stationary or portable gasoline engine operators: Cranes and mixers	0.60	0.55	0.50	0.45
Tractor and compressor operators	0.70	0.65	0.60	0.55
Tile layers	0.90	0.85	0.80	0.70
Ornamental iron erector	0.65	0.60	0.55	0.50
Terrazzo polishers (dry process) ..	0.65	0.60	0.55	0.50
Terrazzo polishers (wet process) ..	0.65	0.60	0.55	0.50
Drillers and dynamite firers	0.70	0.65	0.60	0.55
Truck drivers	0.60	0.55	0.50	0.45
Carters	0.60	0.55	0.50	0.45
Labourers	0.60	0.55	0.50	0.45

Wage rates for maintenance men are from \$20.40 to \$26.40 for journeymen, and from \$16.40 to \$22.40 for labourers.

Service: Professional.

EMPLOYEES OF RELIGIOUS INSTITUTIONS, ETC., ST. HYACINTHE

An Order in Council, dated February 10, and gazetted February 17, makes obligatory the terms of a new agreement between "L'Association patronale des Institutions religieuses et des Fabriques paroissiales du Diocèse de Saint-Hyacinthe, Inc." and "Le Syndicat national catholique des Employés des Institutions religieuses de Saint-Hyacinthe, Inc." Agreement to be in effect from February 17, 1945, to December 1, 1945 and thereafter from year to year to 60 days' notice. The professional jurisdiction includes employees of the "Corporation Episcopale Catholique Romaine de Saint-Hyacinthe"; parochial institutions and church councils; educational establishments such as seminaries, colleges and convents; religious institutions, such as mother houses, scolasticats, etc.; charitable

institutions; private hospitals, homes and orphanages; sanitoriums, convalescent or rest homes, etc. Territorial jurisdiction comprises: zone I, the cities of St. Hyacinthe, Granby, Sorel, the towns of St. Joseph de Sorel and Iberville; zone II, the towns of Farnham, Marieville, Acton Vale, Cowansville, Waterloo, Bedford, Belœil, the villages of St. Pie, St. Césaire, La Providence, Warden; zone III, several other places noted therein.

Hours: for regular employees, chief-engineers, chief cooks, sextons or vergers, supervisors, no specified hours; orderlies, stationary engineers, firemen, motor vehicle drivers, and helpers, watchmen, 60-hour week; nurses on night duty 57-hour week and those on day duty 52-hour week; other employees 54-hour week.

Hours for supernumerary employees; 10-hour day for those paid by the day and 12-hour day for those paid by the week. Overtime is payable at time and one-half to certain specified employees.

Wages for regular male employees: sextons or vergers, zone I, from \$25 to \$27 per week; zone II, \$22 and \$25; zone III, from \$15 to \$20; stationary engineers (chief) zone I, \$34 to \$51; zone II, from \$32 to \$51; zone III, \$32 to \$51; certified engineers in zone I, 48 cents to 63 cents per hour; zone II, 45 to 60 cents per hour; zone III, 45 to 60 cents; fireman, 38 cents in zone I, 35 cents in zones II and III; cooks from \$22 to \$27 per week in zone I, \$19 to \$25 in zone II, \$17 to \$25 in zone III; bakers, \$23.50 in zone I, \$22 in zones II and III; orderlies from \$18.50 to \$24 in zones I, II and III; maintenance men from \$21.60 to \$29.70 in zone I, \$20 to \$26 in zone II, \$17 to \$20 in zone III.

Wages for female regular employees: nurses (graduate) from \$20 to \$23 in all zones after one year; supervisors from \$14 to \$18 after one year in all zones; teachers, office employees, skilled employees, cooks, from \$9 after first six months to \$14 after two years in zone I, \$8 to \$13 in zone II, \$7 to \$12 in zone III.

Wages for male supernumerary employees: charge hand \$4.50 per day in zone I, \$4 in zones II and III; firemen 50 cents per hour in zone I, 45 cents in zone II, 40 cents in zone III; chief butcher \$4.50 per day in zone I, \$4 in zones II and III; orderly \$4 in all zones.

Wages, for female supernumerary employees: nurses, \$4 per day in all zones; supervisors \$3 per day in all zones; seamstress \$2.50 per day.

Vacation: two weeks with pay after one year's service for nurses; one week for other employees. Special provisions are made for weekly and monthly holidays, lodging, board, uniforms, washing, dismissal and departure.

Service: Public Administration

MUNICIPAL EMPLOYEES, JOLIETTE.

An Order in Council, dated January 31, and gazetted February 10, repeals all Orders in Council pertaining to this agreement (L.G. June, 1944, p. 754, November, p. 1369).

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC

An Order in Council, dated January 31, and gazetted February 10, amends the previous Orders in Council for this industry, (L.G. Oct. 1944, p. 1247). The amendment does not affect the summary already given.

BARBERS AND HAIRDRESSERS, VALLEYFIELD

An Order in Council, dated January 11, and gazetted January 20, amends the previous Orders in Council for this industry, (L.G., Aug., 1943, p. 1131) by increasing the weekly wage rates for barbers at Valleyfield to \$16.95, plus 50 per cent of all receipts in excess of \$26 per week; hairdressers \$15 plus 50 per cent of all receipts in excess of \$25. A new scale of minimum prices is given.

The last Order in Council published June 30, did not affect the summary previously given.

BARBERS AND HAIRDRESSERS, MISSISSQUOI COUNTY

An Order in Council, dated January 11, and gazetted January 20, amends the previous Orders in Council for this industry (L.G., Nov. 1941, p. 1425).

Hours: at Farnham are reduced to 53 per week. Weekly wage rates for journeymen barber—hairdressers \$15 plus 50 per cent of all gross receipts exceeding \$22 earned by him in any one week.

A previous Order in Council published January 2, 1943, reduced the working hours at Farnham to 53½ hours and those at Cowansville and Sweetsburg to 60 hours.

Labour Law

Recent Regulations under Dominion and Provincial Legislation

RATES of compensation to certain classes of seamen for the loss of effects have been raised. The National Selective Service Mobilization Regulations have been amended to require medical examination, for Army purposes, of men released from the Navy or Air Force. Travelling expenses are to be paid in case of farm workers transferred to industries of high priority in war production. The number of members of the Wartime Labour Relations Board constituting a quorum has been reduced.

In the provincial field, Ontario has consolidated and revised slightly the regulations made under the Workmen's Compensation Act. Saskatchewan has defined the classes of persons eligible for health services under the Health Services Act. Regulations have been made under the Saskatchewan Trade Union Act, 1944.

Compensation to Seamen

An Order in Council (P.C. 127/1111) made February 21, 1945, and gazetted February 26, amends Order in Council 133/510 (L.G., 1944, p. 235) governing the payment of compensation to Canadian salt-water fishermen and personnel of the Canadian Merchant Navy for the loss of effects through enemy action.

Under the amending Order the following provisions are retrospective to November 10, 1939. War damage to effects will be assumed to have been suffered during service upon any vessel of Canadian registry or licence, or upon any certified non-Canadian ship, if the damage is suffered while a man is proceeding to serve on such a ship, while he is returning to his country after having served on such a ship, or while he is on leave from one in a port outside Canada.

The maximum compensation payable for war damage of certain ratings in Home Trade vessels has been raised to the amount payable to similar ratings in the Foreign Trade Service. The ratings affected are: carpenters and joiners; boatswain, donkeyman and similar pay deck or engine ratings; quarter-master; seamen, firemen, trimmers and similar pay ratings; licensed pilots and licensed apprentice

pilots; chief stewards in charge of departments; ratings in victualling department above the rank of bedroom steward or waiter; bedroom steward, waiter, and similar pay ratings; and ratings in the victualling department below the rank of bedroom steward or waiter.

Medical Examination for Released Naval and Air Force Personnel

An Order in Council (P.C. 944) of February 13, 1945, gazetted February 19, amends that part of the National Selective Service Mobilization Regulations (L.G., 1944, p. 451), governing medical examinations.

The amending Order stipulates that every member of the Canadian Naval or Air Forces on active service who is about to be released, must report at a military centre, when ordered by the appropriate Naval or Air Force authorities, to be medically examined to ascertain whether he is fit for military training as provided for in the National Resources Mobilization Act (Army) Regulations, 1943. Disobedience in complying with these orders constitutes disobedience of a lawful command under the Naval Discipline Act and the Air Force Act.

Travelling Expenses of Farm Workers Sent to Industrial Jobs

An Order in Council (P.C. 692) of February 1, 1945, concerns the transport of farm workers to jobs in high priority industries during seasons when they are not needed on farms.

The Order stipulates that the Minister of Labour, by authority granted by P.C. 3492 (L.G., 1944, p. 713) to enter into agreements with the Provinces for the effective organization and use of agricultural manpower and for the recruiting of workers suitable for farm work, may pay an amount not exceeding the necessary travelling expenses of any farm worker from the place where the latter was when requested to take employment, to the site of his future employment, or vice versa, or to a place equidistant from the employment.

These expenses are to be borne by the Dominion and paid from the funds appropriated for expenses in connection with general labour transference in war industries and agriculture. Advances may be paid in respect of transfers to high priority industries made before the date of this Order. Travelling expenses may be paid to a transport company or to the employer to whom the worker is referred for employment.

Wartime Labour Relations Regulations Amended

An Order in Council (P.C. 690) made February 1, 1945, amends the Wartime Labour Relations Regulations (L.G., 1944, p. 135), by reducing from six to five the number of members of the Wartime Labour Relations Board which constitutes a quorum. In the absence of the Chairman, the Vice-Chairman is to act as Chairman.

Provincial

Ontario Workmen's Compensation Act

An Order in Council of November 21, gazetted February 10, 1945, approves an Order under the above Act, made November 9, 1944. The Order in Council is in pursuance of the Regulations Act, 1944, which requires all regulations to be published in the *Ontario Gazette* within one month of filing with the Registrar of Regulations. The Order consolidates all previous regulations under the Workmen's Compensation Act.

Several slight changes are made in the list of industries excluded from Part I of the Act. The operation of passenger or freight elevators not mentioned in either Schedules 1 or 2, is added to Schedule 1 or the collective liability system. Where less than six workmen are usually employed in the manufacture of butter or the operation of creameries or dairies or in confectioneries or bakeries, the employers, up to December 31, 1944, were excluded from Schedule 1, but from January 1, 1945, employers in these industries are included in Schedule 1. Excluded from Schedule 1, where less than six workmen are employed, are scavenging, street cleaning and the removal of snow or ice. Where less than four are usually employed, the maintenance or operation of a waterworks system is excluded from Schedule 1. Regulations unchanged include those dealing with the general rule of interpretation, speculative building, farming, insolvency of employers, filing payroll returns, delay in payment of assessment, posting information regarding the Act, payment of compensation by employers, first-aid requirements, and the industrial diseases added to Schedule 3.

Added to the list of compensatable diseases is any respiratory disorder contracted through the use of non-offset sprays in the printing industry.

Quebec Minimum Wage Act

Renewal: Order 25 (L.G., 1939, p. 301), governing the packing and grading of waste materials, is renewed until March 1, 1946, by an Order made January 8, 1945, and gazetted February 3.

Saskatchewan Health Services Act

An Order in Council of January 30, 1945, gazetted February 15, defines the classes of persons who may be provided with health services to be paid by the Department of Public Health.

Any person receiving a pension under the Old Age and Blind Persons' Pensions Act may receive health services, as may the husband or wife of such a person and their dependent children and grandchildren under 16, but the husband of a blind pensioner is not entitled to health services until he is 70 years of age or more.

Recipients of old age pensions from other Provinces who have lived in Saskatchewan for at least 12 months immediately before the date of application are entitled to health services.

Mothers entitled to allowances under the Child Welfare Act, and all their dependent children under 16 are eligible to receive health services, as are children who are Wards of the Province or of a Children's Aid Society in the Province.

Saskatchewan Teachers' Superannuation Act

An Order in Council of January 15, 1945, gazetted January 31, contains regulations under the above Act governing teachers in vocational training schools.

Such teachers are entitled to the benefits of the Act but must contribute to the superannuation fund from February 1, 1945. Service by a teacher in a Vocational Training School or in work of the War Emergency Training Program in the province before February 1, 1945, may be counted as teaching service for purposes of the Act if the person pays contributions into the fund for the particular period.

Saskatchewan Trade Union Act, 1944

Regulations of the Saskatchewan Labour Relations Board were approved by Order in Council on January 30, 1945, gazetted February 15, and came into effect on the former date.

Any trade union, employer, or employers' association may apply to the Labour Relations Board for an order determining the unit of employees appropriate for collective bargaining or the trade union representing a majority of employees in an appropriate unit, or requiring an employer to bargain with a trade union. The application, when made by a trade union, must be accompanied by a certified copy of its constitution or charter and must contain the name and address of the applicant trade union, of its officers, of the employer or employers concerned as well as particulars concerning the employees the union claims to represent and the unit it considers appropriate for bargaining purposes. Information concerning any other labour organization claiming to represent a majority of the employees must also be given by the union. When application is made by an employer or employers' association, similar particulars must be submitted.

Any trade union, employer, or employers' association may apply to the Board for an order requiring any person to refrain from a violation of the Act or from engaging in an unfair labour practice; requiring an employer to reinstate an employee discharged contrary to the Act and to pay him the financial loss thereby incurred; requiring an employer to disestablish a company-dominated organization, or requiring two or more of these things to be done. The application must contain particulars regarding the applicant, and a statement of the facts constituting the alleged violation of the Act or unfair labour practice.

Any trade union, employer, employers' association or any other person directly concerned may apply to the Board for an order rescinding or amending any order or decision of the Board. All applications with reasons for applying must be made in writing. Four copies must be filed with the secretary and the original verified by statutory declaration. Proper forms for application may be obtained from the secretary, but any written application, providing it contains the required information, is valid.

Upon the filing of an application, the secretary must furnish all persons having an immediate interest in the matter with a copy of the application. Any person may reply, in writing, to the application, within 14 days. Such a reply, of which there must be four copies, one verified by affidavit, must contain particulars regarding the person replying, a concise statement of the material facts, and an admission, denial or explanation of each of

the statements made in the application. A person failing to reply to an application within 14 days is not entitled to notice of any further proceedings, but the Board may hear evidence from such a person. The secretary must send a copy of any reply to the applicant, fixing a time and place for the hearing of the application. The board may make necessary inquiries for the disposal of the application.

Where the board directs a vote to be taken by secret ballot, to determine what trade union represents a majority of the employees, the agent appointed by the Board to conduct the vote must determine the list of employees eligible to vote, the form of ballot, the time and place of voting, and the form of notice for the vote. He must act as returning officer and provide for scrutineers on behalf of the interested parties and give any directions necessary for the conduct of the vote. The agent must file a report of the voting with the secretary. Copies of this report must be forwarded to the employer or employers' association, and to any trade union concerned, with a notice fixing a time and place where the Board will consider the report. Any person having any objection to the report or the vote must file a statement of his objections with the secretary.

Any trade union, employer or employers' association may apply to the Board for permission to institute proceedings against any person alleged guilty of an unfair labour practice. The applicant must give his reasons for considering any other remedy provided or penalty imposed under the Act, to be insufficient. Upon the filing of such an application the secretary may request any additional information from the applicant, and a statement from the other interested party, or may request the parties to appear before the Board for a hearing of the application, or may instruct an agent of the Board to investigate the application.

Where a trade union and an employer have entered into an agreement to refer disputes to the Board for final decision, either party may refer to the Board any dispute covered by the agreement. This reference must be filed with the secretary together with a copy of the agreement, a statement of the material facts of the dispute and any efforts made to settle it. Additional information may be requested by the secretary, or he may require the parties to appear before the Board.

The Board may amend these Regulations subject to the approval of the Lieutenant-Governor in Council.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the upgrading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans' Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the war appropriation.

From its inception up to January 31, 1945, the gross enrolment under Canadian Vocational Training has been as follows:—

Training for Industry.....	249,412
Army Tradesmen	47,056
Navy Tradesmen	8,893
R.C.A.F. Tradesmen	65,203
Rehabilitation (discharged persons from the forces).....	7,040
Students	7,486
	—————
Total	385,090
	—————

The following additions have been made to the administrative staff at the Head Office in Ottawa: Mr. W. J. Gough, former Technical Adviser to the Deputy Minister for Air, was appointed Procurement Officer, with responsibility for arranging for the transfer, for training purposes, of all Government owned items of equipment declared surplus; Brig. John E. Lyon, formerly of National Selective Service, was appointed Superintendent of Rehabilitation Training, with responsibility for the maintenance of liaison with National Selective Service and the three Armed Forces, in matters pertaining to the vocational retraining of veterans. Additional field representatives have been added to the staff in most provinces to take care of the increasing demand for training on the job.

The full-time pre-employment classes during January were composed for the most part of classes to train stenographers for the Civil Services, held in the Provinces of Nova Scotia, Ontario and Alberta; and in classes for training butter- and cheese-makers in Ontario, Quebec and the Prairie Provinces; and classes to train egg-graders in the Prairie Provinces.

There was a further increase in the enrolment of discharged members of the forces applying for veterans' training, particularly in the pre-matriculation classes. Additional buildings have been secured for rehabilitation training from the Army and Air Force, but adequate training facilities are still lacking in some areas. Comparatively little equipment has, as yet, been obtained from War Assets Corporation, but it is expected that the amount will increase from now on.

A further meeting of the Vocational Training Advisory Council was held in Ottawa from March 6 to March 8. This was followed by the customary conference of the Regional Directors. Further account of this meeting will be given in a subsequent issue of the *LABOUR GAZETTE*.

Pre-Matriculation Training for Veterans

Provision is made by Order in Council P.C. 9471, February 1, for amendment to Dominion-Provincial War Emergency Training Agreements, so that veterans may be given pre-matriculation training to fit them for gainful employment or for entrance to industry.

TABLE 1—PRE-EMPLOYMENT⁽¹⁾ TRAINING IN VOCATIONAL SCHOOLS

	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/44 to Jan. 31/45	At First of January	Enrolled in January	At End of January	From April 1/44 to Jan. 31/45	In Jan. ⁽²⁾
<i> Dominion Summary</i>						
Pre-Employment.....	2,546	268	307	466	1,713	99
Part-Time Classes ⁽¹⁾	{ Men	1,146	157	122	231	40
	{ Men	1,922	761	40	623	
	{ Women	739		218	181	
Total.....	6,353	1,186	687	1,501	2,515	139

TABLE 2—TRAINING FOR THE ARMED FORCES ⁽³⁾

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/44 to Jan. 31/45	At First of January	Enrolled in January	At End of January	From April 1/44 to Jan. 31/45	In January
<i> Dominion Summary</i>						
R.C.A.F. Classes.....	5,408	9	2	6	4,904	
Army Classes.....	9,112	1,582	968	1,759	6,688	698
Navy Classes.....	2,137	464	208	520	1,543	147
Total.....	16,657	2,055	1,178	2,285	13,135	845

TABLE 3—TRAINING IN INDUSTRY ⁽²⁾

	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED BEFORE COMPLETION	
	From April 1/44 to Jan. 31/45	At First of January	Enrolled in January	At End of January	From April 1/44 to Jan. 31/45	In January	From April 1/44 to Jan. 31/45	In January
<i> Dominion Summary</i>								
Plant Schools.....	3,429	203	118	225	2,416	65	179	
Part-Time.....	{ Men	5,334	617	145	294	4,298	303	129
	{ Men	1,768	463	18	410	1,233	66	8
	{ Women	287	29	3	31	256	1	
Total.....	10,818	1,312	284	960	8,203	435	316	

⁽¹⁾ Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

⁽²⁾ Includes those graduates, who, though actually placed prior to January 31, 1945 were not so reported until after January 1, 1945.

⁽³⁾ Subject to revision.

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO JANUARY 31, 1945 (Subject to Revision)

	NUMBERS IN TRAINING			PLACEMENTS AND WITHDRAWALS FROM REHABILITATION CLASSES				
	From April 1/44 to Jan. 31/45	Enrolled in January	At End of January	Placed in Employment		Trained but not Reported Placed	Left before Training Completed	
				From April 1/44 to Jan. 31/45	(1) In January	From April 1/44 to Jan. 31/45	From April 1/44 to Jan. 31/45	
Dominion Summary								
In Schools	Men.....	3,055	590	1,721	680	117	64	570
	Women.....	819	143	432	165	33	41	173
In Industry	Men.....	891	108	408	262	31	9	221
	Women.....	33	6	15	9			8
Total		4,798	847	2,576	1,116	181	114	972
Prince Edward Island								
In Schools	Men.....	14	2	14				
	Women.....	1	1	1				
In Industry	Men.....	7	5	7				
	Women.....							
Total		22	8	22				
Nova Scotia								
In Schools	Men.....	62	17	39	16	1		7
	Women.....	4		3				1
In Industry	Men.....	10	2	6	1			3
	Women.....							
Total		76	19	48	17	1		11
New Brunswick								
In Schools	Men.....	114	18	75	14		1	24
	Women.....	4		4				
In Industry	Men.....	18	4	11	3	1		4
	Women.....							
Total		136	22	90	17	1	1	28
Quebec								
In Schools	Men.....	532	74	273	118	12	24	117
	Women.....	147	17	62	34	9	21	29
In Industry	Men.....	182	23	48	112	10	2	20
	Women.....	5	1	3	1			1
Total		866	115	386	265	31	47	167
Ontario								
In Schools	Men.....	871	273	585	136	12	19	129
	Women.....	187	46	101	29	5	4	52
In Industry	Men.....	290	36	144	66	5	1	80
	Women.....	7		1	4			2
Total		1,355	355	831	235	22	24	263
Manitoba								
In Schools	Men.....	279	38	135	79	4	11	50
	Women.....	133	23	65	25		11	31
In Industry	Men.....	75	6	35	17	4		24
	Women.....	4	2	3	1			
Total		491	69	238	122	8	22	105
Saskatchewan								
In Schools	Men.....	246	40	142	79	14	1	25
	Women.....	55	4	31	20	2		3
In Industry	Men.....	51	3	33	13	1		5
	Women.....	1		1				
Total		353	47	207	112	17	1	33
Alberta								
In Schools	Men.....	473	77	219	155	29	3	92
	Women.....	151	29	90	31	7	1	28
In Industry	Men.....	99	11	46	33	4	1	26
	Women.....	7		1	2			3
Total		730	117	356	221	40	5	149
British Columbia								
In Schools	Men.....	464	51	239	83	45	5	126
	Women.....	137	23	75	26	10	4	29
In Industry	Men.....	159	18	78	17	6	5	59
	Women.....	9	3	6	1			2
Total		769	95	398	127	61	14	216

(1) Includes graduates from previous month's classes who were not reported placed until after January 1, 1945.

Activities of Unemployment Insurance Commission

Statistical Analysis of Claims and Benefit for January—Insurance Registrations—Revenue and Expenditure—Renewal of Insurance Books

CLAIMS for unemployment insurance benefit totalled 20,412 in Canada during January compared with 13,770 in December, 1944, and 11,751 in January last year. This is the largest number of claims recorded in any month since the scheme went into effect and although a seasonal increase in claims is expected during the winter months, this relatively large increase would seem to reflect greater layoffs than during the same month of last year.

During the last six working days of January 27,305 persons (20,046 males and 7,259 females) signed the live unemployment register as against 19,313 (14,344 males and 4,969 females) who signed in the last week of December and 12,439 (9,971 males and 2,468 females) during the last week of January, 1944. All those who are reporting unemployed days under the Act sign the live unemployment register once a week.

A total of 17,431 claims were adjudicated at Insurance Offices during January, of which 14,699 were considered entitled to benefit and 2,732 not entitled to benefit. Of those considered not entitled to benefit, the largest group (1,151) were so considered because of insufficient contributions; the next largest (968) because they had voluntarily left their employment without just cause.

One or more benefit cheques were paid to 15,575 persons, who received a total of \$546,569 for 281,193 unemployed days during January. This compares with 10,656 persons who were paid \$337,220 for 176,084 days in December, 1944, and 4,570 persons paid \$131,037 for 69,637 days during January last year.

The average duration of the unemployment compensated was, then 18.1 days in January, 16.5 days in December and 15.2 days in January, 1944. The average amount paid per beneficiary was \$35.09 in January, \$31.65 in December and \$28.67 in January, 1944. The average amount of benefit paid per compensated day of unemployment was \$1.94 in January, \$1.92 in December and \$1.88 in January of last year.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at January 31, 1945, 2,999,435 employees had paid contributions to the fund since April 1, 1944, an increase of 51,445 since December

31, 1944, and 793,679 since the commencement of the current fiscal year.

As at January 31, 1945, 144,106 employers were registered as having insurable employees, an increase of 1,716 from December 31, 1944.

Registrations as at January 31, 1945, by regions were as follows:—

TABLE 1—REGISTRATIONS AS AT JANUARY 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,509	220,233
Quebec	40,028	904,187
Ontario	52,713	1,179,057
Prairie	25,942	426,209
Pacific	13,914	269,749
Total for Canada...	144,106	2,999,435

Unemployment Insurance Book Renewal

On March 31, all current unemployment insurance books for insured employees will expire and employers are required to turn in these books for new ones at the Commission's nearest Local Office.

Before turning in the current insurance book, it is necessary to fill in the employee's latest address, his date of birth (if under 16) and have the employee sign the book in the space indicated on the front cover. If the employee (male or female) has served in the Armed Forces since June 30, 1941, a questionnaire on the inside front cover should also be completed as the employee may be entitled to additional credits for such service under Order in Council P.C. 5210. It is not necessary to fill in this questionnaire if the questionnaire was completed last year, but it is suggested that if there is any doubt as to whether this questionnaire was formerly completed it should again be filled in.

The application for 1945-1946 insurance book on the second last page of the current book must also be filled in before it can be exchanged. This form must not be detached from the book.

Books in the employer's possession for employees who have left during the year or are no longer insurable, must be returned to the Commission's nearest Local Office, and should be clearly marked "Not for Renewal" across the front cover, and any employers who are in possession of blank insurance books for the current year must also return them to

the Commission on March 31, as all insurance books are the property of the Commission. When sending insurance books to Local Offices of the Commission, a covering letter should be enclosed so that officials will know from whom the books were sent. If a receipt is desired, the books should be listed and such lists will be signed, and returned to the employer.

Certain large employers, to whom the privilege has been extended to contribute under the bulk payment method, are required to turn in their contribution statements (UIC443), for the current year immediately after March 31, together with a form, UIC 409B, giving the same details as are shown on the application for 1945-1946 insurance book on the second last page of the insurance book. Bulk payers are also required to turn in all insurance books in their possession including any supply of blank books they may have, and supplies of new insurance books will be sent to them on application.

Failure on an employer's part to return all insurance books at the close of the year ending March 31, 1945, constitutes non-compliance

with the provisions of the Unemployment Insurance Act and Contribution Regulations thereto, and penalties are provided. Employers who do not renew their insurance books promptly at the close of the year ending March 31, 1945, will be subject to prosecution, and it is expected that book renewal this year will be completed for all employers early in April.

Benefit Payments Up in January

Unemployment insurance benefit payments during the month of January, 1945, amounted to \$545,604.35, as compared with \$336,564.86 in December, 1944, and \$178,138.04 in November, 1944. The amount of benefit paid in January was the second highest monthly total since the Unemployment Insurance Commission was established, being exceeded only in March, 1944, when benefit payments amounted to \$753,987.98.

The Fund was increased during January by \$6,552,048.65. After deducting the benefit payments, the net increase was \$6,006,444.30, bringing the grand total at the end of January to \$256,076,686.80 (Table 8).

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

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

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	98	87	11	92	75	10	35
Nova Scotia.....	814	704	110	642	469	70	138
New Brunswick.....	477	402	75	449	387	66	80
Quebec.....	9,095	7,673	1,422	7,931	6,574	1,236	3,888
Ontario.....	3,216	2,831	385	3,057	2,348	442	583
Manitoba.....	2,007	1,636	371	2,025	1,263	257	736
Saskatchewan.....	710	602	108	710	666	92	46
Alberta.....	1,484	1,138	346	1,441	1,099	161	417
British Columbia.....	2,511	2,184	327	2,384	1,818	398	677
Total, Canada, January, 1945.....	20,412	17,257	3,155	18,731	14,699	2,732	6,600
Total, Canada, December, 1944.....	13,770	11,377	2,393	13,435	9,042	1,838	5,300
Total, Canada, January, 1944.....	11,751	10,516	1,235	10,765	8,334	995	3,873

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

Reasons for Non-entitlement	Month of January, 1945	Month of January, 1944	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	1,151	398	4,124
Not capable of and not available for work.....	61	6	309
Loss of work due to a labour dispute.....			242
Refused offer of work and neglected opportunity to work.....	171	7	1,000
Discharged for misconduct.....	227	88	765
Voluntarily left employment without just cause.....	908	455	5,838
Other reasons (1).....	154	41	816
Total.....	2,732	995	13,094

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

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

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	128	96	1,377	2,606
Nova Scotia.....	482	250	7,419	14,080
New Brunswick.....	198	151	2,512	4,566
Quebec.....	6,530	3,726	135,137	260,799
Ontario.....	1,826	1,052	28,514	55,638
Manitoba.....	1,342	794	23,246	43,830
Saskatchewan.....	660	363	10,129	19,342
Alberta.....	1,408	773	22,524	44,174
British Columbia.....	3,001	1,432	50,335	101,534
Total, Canada, January, 1945.....	15,575	8,637	281,193	546,569
Total, Canada, December, 1944.....	10,656	7,107	176,084	337,220
Total, Canada, January, 1944.....	4,570	3,263	69,637	131,037

Average duration of unemployment compensation..... 18.1 days
 Average amount of benefit paid per person..... \$35.09
 Average amount paid per compensated day of unemployment..... \$1.94

TABLE 6—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT JANUARY 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	424	80	504
Clerical Workers.....	978	1,802	2,780
Sales Workers.....	483	1,118	1,601
Service Workers.....	1,318	606	1,924
Agricultural Workers and Fishermen.....	95	84	179
Food Workers.....	174		174
Textile and Clothing Workers.....	149	353	502
Loggers.....	10		10
Sawmill and Wood Operators.....	124		124
Printing Workers.....	48		48
Shoe and Leather Workers.....	60		60
Stone, Clay and Glass Workers.....	12		12
Electrical Workers.....	229		229
Coal Miners.....	644		644
Other Miners (except coal).....	40		40
Construction Workers (except carpenters).....	1,442		1,442
Carpenters.....	2,202		2,202
Machine Shop Workers and Operators.....	569		569
Sheet Metal Workers.....	99	23	122
Foundry, Smelter and other Metal Workers.....	705	293	998
Miscellaneous Skilled Workers.....	1,980	824	2,804
Automobile and Other Mechanics.....	308		308
Miscellaneous Unskilled Workers—Heavy Labour.....	4,022		4,022
Miscellaneous Unskilled Workers—Light Labour.....	3,931	2,076	6,007
Totals.....	20,046	7,259	27,305

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT JANUARY 31, 1945

	19 and less		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
	CANADA.....	1,639	1,473	3,568	3,559	5,232	1,598	3,377	434	1,800	126	4,430	69	20,046	7,259	27,305

TABLE 8—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY-THREE MONTHS ENDED JANUARY 31, 1945

Month	REVENUE										EXPENDITURE				
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	Balance in Fund		
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund					
Total from July to Dec. 31, 1941..	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	\$ Nil	\$ 28,410,056 33					
Total for the year ended Dec. 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05					
Total for the year ended Dec. 31, 1943.....	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30					
Total for the year ended Dec. 31, 1944.....	32,902,037 68	12,347,593 70	17,777,713 41	1,298,632 17	64,325,976 96	12,865,195 39	5,632,644 52	82,823,816 87	3,265,707 67	250,070,242 50					
January, 1945.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,686 80					
GRAND TOTAL.....	111,431,149 20	44,010,480 82	51,847,703 57	1,400,714 22	208,690,047 81	41,738,009 55	10,738,816 73	261,166,874 09	5,090,187 29	256,076,686 80					

The Column "Interest on Investments and Profit on Sale of Securities" represents—
 (a) interest received on the dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
 (b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following—
 Arrears of contributions received from Government Departments in November, 1944... \$ 940,000 00
 Penalties..... 3,887 80
 Contributions in respect of Service in the armed forces..... 455,324 48
 Miscellaneous..... 1,581 94
 \$ 1,400,714 22

Sample Data for Unemployment Insurance

THROUGH the co-operation of the Unemployment Insurance Commission and the Dominion Bureau of Statistics, statistical data of a five per cent random sample of persons covered by the Unemployment Insurance Act is maintained in the Bureau of Statistics. This project, initiated in July, 1942, is believed to be quite unique, in that it consolidates in one continuous survey the employment and unemployment history of approximately 150,000 persons chosen at random from those to whom insurance books are issued. Since the same persons are to be followed through year after year, the value of this cumulative record will increase rapidly as time goes by.

During the period when the Unemployment Insurance Act was being planned, those responsible for the financial provisions of the project were greatly hampered by lack of adequate data on the employment and unemployment experience of individuals in Canada who would come within its scope. Without full data all decisions respecting rates of contribution, rates of benefit, types of non-compensable days, etc., must be therefore, much more uncertain than they would otherwise have been.

The rate of contribution (premium) paid and benefit guaranteed for specified contingencies in other types of insurance (life, disability, sickness, pension funds, etc.), are determined by actuarial calculations based on data obtained from experience in operating such schemes and from other sources. Hence it would seem reasonable that appropriate data compiled from the operations of unemployment insurance would be useful in determining the many issues which must arise over the years in that field of insurance.

Unemployment Insurance in Canada is unique. The Act differs in several important respects from similar legislation in other countries. At the same time employment conditions in Canada differ from those found elsewhere. The experience gained in other countries is, therefore, limited in its usefulness when applied to the Canadian scene.

More than \$250,000,000 have been contributed to the Unemployment Insurance fund since July, 1941, by and on behalf of some 3,000,000 insured persons. This fund, as well as all future contributions to it, is held in trust for insured persons who may become unemployed and who can satisfy the conditions for receipt of benefit, i.e. the fund is committed to pay specified benefits whenever certain contingencies occur in the employment history of a person on whose behalf the required contributions have been made and who otherwise satisfies the benefit conditions. At all times, therefore, the fund is subject

to contingent liabilities which, it is believed, could be better determined if the contribution and benefit histories of each contributor could be assembled for a period of some 10, 12 or 15 years. The magnitude of such a task renders it impracticable, so a five per cent random sample, which is manageable, is to be used.

In addition to the contribution and benefit histories of each contributor, it would be well to know how the specific provisions of the Act (e.g. the nine "waiting days", etc.), are operating, since they render as non-compensable, days which would otherwise be compensated. There are also times when an insured person, on becoming unemployed, does not claim benefit, as well as cases of movement of persons into and out of insurable employment because of seasonal and other factors. So far as is practicable, therefore, the sample has been designed to obtain the full employment and unemployment history of the individuals included.

Employment conditions, rates of pay, etc., will change over time and it will undoubtedly be necessary to alter the rates of contribution, or of benefit, or both, to meet these new conditions. The fund may be threatened with depletion or may increase much faster than was expected, so it may be necessary to alter the rates and duration of benefit, or rates of contribution, or the provisions defining non-compensable days, or some combination of these factors. Any such changes can be made more intelligently on the basis of accurate and adequate data.

As new situations develop, it might be necessary, from time to time, to undertake special sample surveys in order to determine exactly what is occurring. To a very considerable extent, the existence of the five per cent sample makes such special surveys unnecessary. Information may be extracted from the sample covering any phase of the employment history of insured persons.

The sample material is obtained from five different sources in the Unemployment Insurance Commission organization. When all of this information is combined, a complete work history of each individual is obtained, classified according to the specific provisions of the Unemployment Insurance Act. Tabulations of these data can be applied specifically to the problem of evaluating the probable financial stability of the scheme and to make a better determination of the most useful adjustments to be made to meet a known contingency.

At the same time statistical by-products will be available, throwing light on many problems in the general field of employment and labour statistics.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the month of January give the following information concerning Employment and Unemployment across Canada.

The employment situation at the beginning of January, 1945, as reported by employers.—In conformity with the movement invariably indicated at the year-end holiday season in the period since 1920, industrial employment showed an exceedingly marked contraction at the beginning of January, according to the Dominion Bureau of Statistics. The crude index number of employment declined from 185·7 at the beginning of December to 180·4 at January 1, as compared with 185·7 at January 1, 1944 and 183·7 at January 1, 1943 (based on the 1926 average as 100).

The weekly per capita earnings fell from \$32.19 at December 1, 1944, to \$30.10 at the beginning of January. The average at January 1, 1944, was \$29.69 and at January 1, 1943 it was \$27.92.

The Bureau's reports come from firms employing fifteen or more employees representing practically all industries except agriculture, fishing, hunting, and highly specialized business operations. Reports for December came from 15,042 establishments in the eight leading industries. These, together with data from financial institutions, indicated that the number of persons in recorded employment was 1,900,880, as compared with 1,954,896 at the beginning of December, 1944.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased from 13,770 in December, 1944, to 20,412 in January, 1945, the highest for any one month since the Unemployment Insurance Commission was established.

Report on employment conditions, February, 1945.—Labour requirements in all Canadian industries except agriculture as reported by Employment and Selective Service Offices at February 22, 1945, totalled 95,001 persons. This was less by 7,601 than the number in de-

mand at February 24, 1944, but there was slight change in labour demand over the past month. Labour supply, as indicated by the number of applicants registered at employment offices who have not been referred to jobs, amounted to 59,903 at February 23, 1945. This was an increase of 18 per cent from January 19, 1945, and of 69 per cent from February 25, 1944, the corresponding reporting date last year.

Applications for Employment; Vacancies and Placements, January, 1945.—Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the five-week period December 29, 1944, to February 1, 1945, showed a gain in the average number of placements recorded daily in comparison with the preceding four weeks, and a minor reduction when compared with the first five weeks of 1944. Under the first comparison, decreases in trade and construction were offset by gains in all other groups, the most noteworthy being in manufacturing and services. Compared with the period December 31, 1943, to February 3, 1944, except for advances in logging and public utilities, all groups revealed reductions, the most noteworthy being in manufacturing, construction, mining and services. Vacancies notified during the period under review numbered 224,962. There were 249,213 applications for employment and 151,490 placements were effected in regular and casual employment.

Unemployment in trade unions.—The percentage of unemployment among trade union members increased fractionally between October and January, though remaining less than one per cent. At the beginning of January the figure was 0·6 per cent, while at October 1, 1944, the last quarterly date, the figure had been 0·3. Compared with the preceding year, however, unemployment was somewhat less, the figure at the beginning of January, 1944, having been 0·8 per cent. At the beginning of 1939 unemployment had been 16·2 per cent.

The January, 1945, figure was based on returns received from 2,332 labour organiza-

tions, having a total membership of 409,338 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at October 1, 1944, has been made by the Research and Statistics Branch of the Depart-

ment of Labour. At that date it is estimated that 4,318,000 persons, 14 years of age and over, were gainfully occupied of whom 3,293,000 were in non-agricultural industry, including 994,000 in war industry. In addition there were 777,000 persons in the Armed Forces.

The Employment Situation at the Beginning of January, 1945, as Reported by Employers

IN conformity with the movement invariably indicated at the year-end holiday season in the period since 1920, industrial employment showed an exceedingly marked contraction at the beginning of January, when the recession was on a scale greater than in any other winter since 1938, with the exception of 1940. The percentage loss in employment, however, was rather smaller than the average in the years prior to the outbreak of war. The 15,042 establishments furnishing information to the Dominion Bureau of Statistics reported a personnel of 1,834,450; as compared with their staff of 1,888,411 at December 1, there was a reduction of 53,961 employees, or 2.9 per cent. The crude index number of employment (1926=100), declined from 185.7 in the last survey, to 180.4 at the date under review, as compared with 185.7 at January 1, 1944, and 183.7 at January 1, 1943. Since the curtailment was less than normal in extent, the seasonally-adjusted index showed a gain, rising from 181.3 at December 1, to 187.4 at the beginning of January.

The latest reduction in employment was accompanied by a relatively larger shrinkage in the indicated salaries and wages. The very general observance of Boxing Day as a holiday following Christmas, together with the loss of working time due to increased absenteeism, and lessened overtime work, combined with the reductions associated with lowered employment, to produce an extremely marked effect upon the disbursements made on or about January 1, for services rendered in the week preceding. These aggregated \$55,207,831. As compared with \$60,794,016 reported at December 1, there was a contraction of 9.2 per cent, exceeding the decrease of 8.5 per cent indicated at January 1, 1944, when the year-end holidays had also been observed at the week-end. The per capita weekly earnings fell from \$32.19 in the last report, to \$30.10 at the beginning of January. The average at the same date of last year had been \$29.69, and that at January 1, 1943, \$27.92. In the 12 months' comparison, the latest index of employment showed a loss of 2.9 per cent,

accompanying that of 1.6 per cent in the payrolls.

Communications, retail trade, local transportation, railway construction and maintenance and logging afforded more employment at January 1 than at December 1, the improvement in trade was seasonal, while that in the other groups was contrary to the usual trend at the time of year. Manufacturing, mining, steam railway and water transportation, building and highway construction and maintenance and services, on the other hand, showed seasonal curtailment. The largest reductions were those of 38,889 in manufacturing, and 14,434 in construction as a whole. The loss of 3.4 per cent, in the former was somewhat smaller than the average percentage decline at January 1 in pre-war years, although it was greater than in any other year during the war. Only in tobacco factories was the trend upward at the date under review, when the most pronounced contractions were in iron and steel, food and textile plants.

Payrolls

The aggregate payroll of \$55,207,831, previously stated as having been disbursed at January 1 in weekly salaries and wages by the 15,042 reporting employers, was lower by 9.2 per cent, than the sums paid at the first of December. The decline was seasonal. The weekly per capita earnings fell from \$32.19 at December 1, to \$30.10 at the first of January, or by \$2.09; the loss of \$1.92 indicated at January 1, 1944, had lowered the average in the eight leading industries to \$29.69. In 1943, the average was \$27.92.

Including the data received from financial institutions, the latest survey shows that the number of persons in recorded employment was 1,900,880, as compared with 1,954,896 at the beginning of December. The amounts received in weekly payrolls by these persons were given as \$57,366,984 paid on or about January 1, and \$62,949,413 paid on or about December 1. The general per capita figure for the nine main industries, including finance,

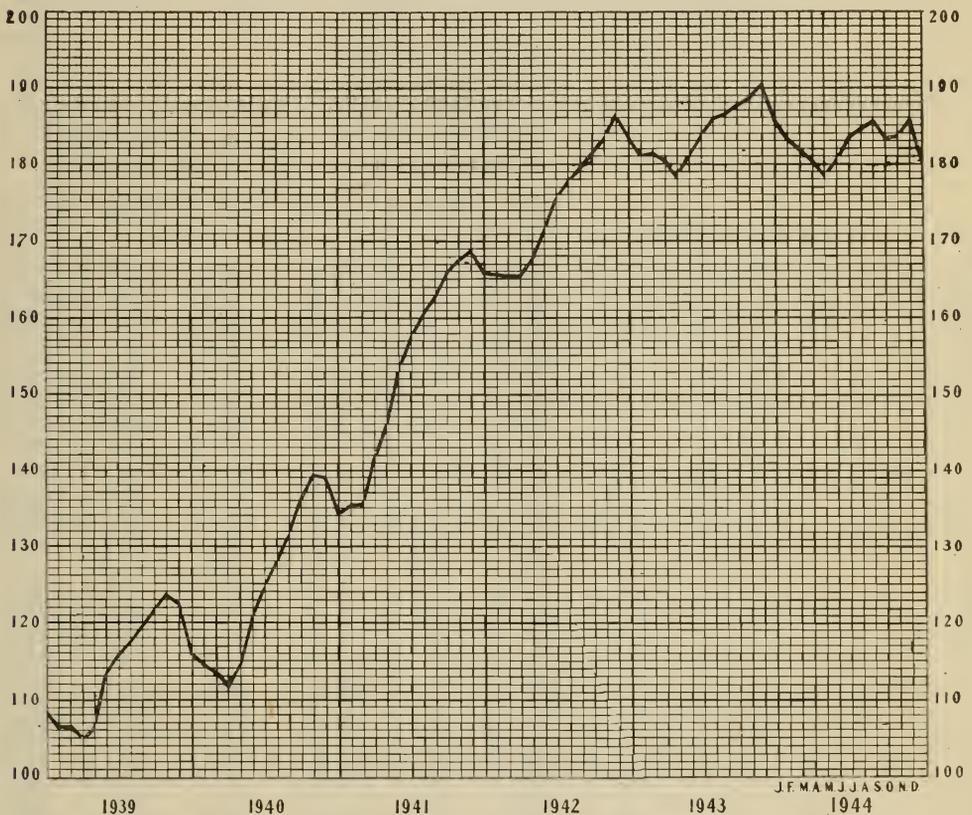
was \$30.18, as compared with \$32.20 at the beginning of December, and \$29.77 at January 1, 1944.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at December 1 and January 1, 1944, where these are available. Table I gives a monthly record for the eight

there has been an increase of 18.1 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these persons are higher by 38.1 per cent. Including finance, the gain in employment from June 1, 1941, to January 1, 1944, amounted to 17.9 per cent, and that in payrolls, to 37.6 per cent. The reasons previously given for the much greater rise in payrolls than in em-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls from January, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table II shows that in the period for which data are available,

ployment may again be stated:—(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944; (3) the progressive

up-grading of employees as they gain experience in their work; and (4) the granting of higher wage rates in numerous cases.

For evident reasons, the advances in employment and payrolls in manufacturing in the period of observation have exceeded those in the non-manufacturing industries, the index of employment in the former having risen by 26.6 per cent from June 1, 1941, to January 1, 1945, and that of payrolls, by 47.1 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind

that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages which likewise reflect variations in the extent to which casual labour is used, the degree of skill generally required of workers in different industries is obviously an exceedingly important factor.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.85
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.75	135.3	170.6	32.76
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at January 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, Together with Index Numbers of Employment and Payrolls as at January 1, 1945, December 1, 1944, With Comparative Figures for January 1, 1944, Where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Em- ployees Reported at Jan. 1, 1945	Aggregate Weekly Payrolls at Jan. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Jan. 1, 1945	Dec. 1, 1944	Jan. 1, 1944	Jan. 1, 1945	Dec. 1, 1944	Jan. 1, 1944	Jan. 1, 1945	Dec. 1, 1944	Jan. 1, 1944
(a) PROVINCES											
		\$	\$	\$	\$						
Maritime Provinces	139,320	3,863,156	27-73	30-69	27-01	119-8	125-9	122-2	152-1	177-0	151-5
Prince Edward Island.....	2,539	64,220	25-29	27-02	23-58	115-0	124-6	119-5	137-9	159-6	131-7
Nova Scotia.....	78,211	2,211,496	28-28	32-27	27-60	111-9	125-3	117-3	140-6	179-7	144-7
New Brunswick.....	58,570	1,587,440	27-10	28-40	26-31	132-9	127-4	130-8	172-4	173-2	164-1
Quebec	567,253	16,474,957	29-04	30-63	28-14	121-5	125-6	128-0	147-4	160-8	150-5
Ontario	759,642	23,085,227	30-39	33-10	30-73	114-2	116-6	114-5	128-0	142-2	130-0
Prairie Provinces	205,433	6,467,593	31-48	32-23	30-39	116-3	118-4	116-5	139-5	145-3	135-3
Manitoba.....	95,464	2,960,834	31-02	31-90	29-63	116-3	118-1	113-6	135-9	142-0	126-9
Saskatchewan.....	40,181	1,231,470	30-65	30-56	28-94	110-8	114-1	107-9	134-8	138-5	124-8
Alberta.....	69,788	2,275,289	32-60	33-64	32-17	119-6	121-3	126-2	147-2	154-0	153-6
British Columbia	162,802	5,316,898	32-66	34-71	31-79	128-9	135-3	141-0	148-9	166-1	159-7
CANADA	1,834,450	55,207,831	30-10	32-19	29-69	118-1	121-6	121-5	138-1	162-1	140-4
(b) CITIES											
Montreal.....	274,007	8,112,153	29-61	32-59	29-52	125-5	129-6	135-5	145-8	165-6	157-2
Quebec City.....	34,321	932,333	27-17	28-93	25-00	144-9	151-2	169-6	189-6	210-7	204-8
Toronto.....	249,883	7,427,481	29-72	32-57	30-72	125-8	129-2	129-2	139-0	156-3	147-8
Ottawa.....	23,164	628,048	27-11	28-25	26-34	116-0	114-7	110-0	136-1	140-3	125-6
Hamilton.....	59,033	1,774,454	30-06	33-42	30-95	111-1	114-6	111-2	121-3	139-1	125-1
Windsor.....	39,083	1,418,268	36-29	43-49	37-73	123-6	125-9	130-1	118-6	144-7	129-0
Winnipeg.....	63,166	1,759,516	27-86	29-20	27-45	122-6	123-8	120-5	134-7	142-5	130-5
Vancouver.....	80,302	2,505,272	31-20	33-35	30-08	157-1	163-9	180-6	185-9	207-4	208-0
Halifax.....	24,500	691,793	28-18	30-92	.....	146-5	153-5	.....	176-0	202-4	.....
Saint John.....	15,027	410,722	27-33	29-64	.....	143-6	133-6	.....	184-5	186-1	.....
Sherbrooke.....	9,099	218,271	23-99	26-82	.....	105-5	107-2	.....	120-9	137-1	.....
Three Rivers.....	10,073	276,931	27-49	29-75	.....	126-7	127-2	.....	136-7	159-6	.....
Kitchener-Waterloo.....	15,662	430,356	27-48	29-77	.....	107-8	109-7	.....	130-9	144-4	.....
London.....	20,933	574,779	27-46	29-35	.....	117-7	121-0	.....	128-6	141-1	.....
Fort William-Port Arthur.....	15,474	555,123	35-87	35-99	.....	110-5	116-4	.....	148-0	156-4	.....
Regina.....	10,565	286,124	27-08	27-09	.....	117-5	118-0	.....	138-6	139-2	.....
Saskatoon.....	5,957	155,076	26-03	26-30	.....	124-3	126-7	.....	144-5	148-7	.....
Calgary.....	17,490	534,991	30-59	30-95	.....	116-7	117-9	.....	139-6	142-7	.....
Edmonton.....	16,620	455,312	27-40	28-93	.....	127-8	134-5	.....	145-6	161-8	.....
Victoria.....	14,120	441,714	31-28	33-02	.....	169-0	168-3	.....	210-8	221-6	.....
(c) INDUSTRIES											
Manufacturing.....	1,115,037	33,695,491	30-22	33-35	30-18	126-6	131-0	134-8	147-1	168-0	156-5
Durable Goods ¹	586,613	19,223,522	32-77	36-83	32-49	137-6	142-5	157-2	160-9	187-2	182-4
Non-Durable Goods.....	510,216	13,801,874	27-05	29-23	26-83	117-1	121-2	114-5	133-5	149-3	129-6
Electric Light and Power.....	18,208	670,095	36-80	37-05	36-52	95-4	96-2	91-7	108-9	110-5	103-9
Logging.....	93,718	2,532,420	27-02	25-04	24-08	197-7	190-1	164-7	268-4	239-1	202-4
Mining.....	68,869	2,400,856	34-86	39-79	34-14	82-6	85-5	88-1	91-5	108-0	95-5
Communications.....	29,682	925,998	31-20	31-04	30-86	113-9	113-8	108-1	131-3	130-4	123-1
Transportation.....	157,616	6,110,017	38-77	38-63	35-79	123-8	125-7	113-4	149-6	151-4	133-2
Construction and Maintenance.....	125,264	3,612,564	28-84	29-76	28-70	70-6	78-8	75-8	89-2	102-7	95-5
Services.....	46,702	904,785	19-37	19-82	18-94	117-7	119-7	113-7	139-4	145-2	132-9
Trade.....	197,562	5,025,700	25-44	25-53	25-30	115-3	114-5	109-7	125-6	125-2	118-8
Eight Leading Industries	1,834,450	55,207,831	30-10	32-19	29-69	118-1	121-6	121-5	138-1	162-1	140-4
Finance.....	66,430	2,159,153	32-50	32-42	32-02	110-6	110-7	108-2	124-7	124-5	120-3
Total—Nine Leading Industries	1,900,880	57,366,984	30-18	32-20	29-77	117-9	121-2	120-9	137-6	151-0	139-5

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS.

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1929.....	109.1	103.3				103.3	113.8	116.6				100.4
Jan. 1, 1930.....	111.2	113.6				107.4	116.1	111.0				99.1
Jan. 1, 1931.....	101.7	119.3				99.3	100.1	106.4				94.1
Jan. 1, 1932.....	91.6	111.1				86.3	93.8	92.8				80.6
Jan. 1, 1933.....	78.5	80.1				77.8	78.8	84.4				69.7
Jan. 1, 1934.....	88.6	97.0				86.3	91.2	86.4				80.4
Jan. 1, 1935.....	94.4	99.0				91.3	98.0	91.2				88.8
Jan. 1, 1936.....	99.1	108.1				95.5	102.7	95.1				92.4
Jan. 1, 1937.....	103.8	109.5				104.0	107.5	94.2				95.4
Jan. 1, 1938.....	113.4	115.8	73.2	118.3	116.3	119.7	117.5	96.2	92.4	97.8	100.8	97.8
Jan. 1, 1939.....	108.1	109.2	92.2	121.0	95.8	114.9	108.8	97.1	91.8	99.2	103.8	98.0
Jan. 1, 1940.....	116.2	118.9	84.3	126.6	111.6	120.7	120.9	103.3	96.9	103.3	113.2	97.6
Jan. 1, 1941.....	134.2	130.0	112.7	137.5	121.9	139.6	141.1	116.2	113.0	113.4	123.1	116.0
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7	131.4	127.2	119.6	145.7	142.6
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.5	140.6	137.6	131.5	151.3	185.2
Jan. 1, 1944.....	185.7	186.3	128.0	196.9	176.4	201.3	185.4	149.5	141.6	137.5	169.7	190.2
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Relative weight of Employment by Provinces and Economic Areas at January 1, 1945.	100.0	7.6	.1	4.3	3.2	30.9	41.4	11.2	5.2	2.2	3.8	8.9

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision.)

Industries	Relative Weight	Jan. 1 1945	Dec. 1 1944	Jan. 1 1944	Jan. 1 1940
Manufacturing	60.8	212.7	220.1	226.4	118.2
Animal products—edible.....	2.5	228.4	238.0	206.9	132.4
Fur and products.....	.2	131.9	134.8	121.6	106.0
Leather and products.....	1.5	135.5	136.8	135.1	120.9
Boots and Shoes.....	.9	125.2	124.6	122.0	119.7
Lumber and products.....	3.4	115.2	120.7	113.4	77.1
Rough and dressed lumber.....	1.8	91.1	96.3	87.1	62.4
Furniture.....	.6	126.8	129.2	110.5	87.9
Other lumber products.....	1.0	195.2	204.2	215.0	116.9
Musical instruments.....	.03	29.3	29.3	34.2	53.9
Plant products—edible.....	3.0	165.4	185.0	154.1	116.0
Pulp and paper products.....	4.6	135.8	138.4	133.0	110.2
Pulp and paper.....	2.0	119.9	122.6	117.7	97.5
Paper products.....	.9	208.1	214.1	211.5	137.8
Printing and publishing.....	1.7	132.3	133.7	127.1	116.9
Rubber products.....	1.2	174.1	179.2	141.3	109.8
Textile products.....	7.2	152.8	159.2	153.5	132.0
Thread, yarn and cloth.....	2.6	153.8	159.0	156.5	149.8
Cotton yarn and cloth.....	1.2	109.7	111.6	112.9	116.4
Woolen yarn and cloth.....	.6	163.6	167.7	169.3	156.5
Artificial silk and silk goods.....	.6	566.1	615.2	561.0	497.2
Hosiery and knit goods.....	1.2	143.9	147.5	145.1	131.8
Garments and personal furnishing.....	2.5	150.5	159.6	150.9	118.1
Other textile products.....	.9	171.4	177.0	165.1	120.7
Tobacco.....	.6	142.2	132.2	144.1	150.8
Beverages.....	.8	260.1	261.8	237.3	174.3
Chemicals and allied products.....	4.2	602.8	616.0	618.0	177.8
Clay, glass and stone products.....	.8	131.0	133.0	137.5	87.4
Electric light and power.....	1.0	143.0	144.2	137.5	134.5
Electrical apparatus.....	2.5	308.9	319.9	329.0	140.2
Iron and steel products.....	22.3	299.5	309.4	345.9	110.0
Crude, rolled and forged products.....	1.8	247.4	250.1	252.1	151.3
Machinery (other than vehicles).....	1.3	219.9	222.3	228.2	121.7
Agricultural implements.....	.6	130.7	132.4	129.6	63.2
Land vehicles and aircraft.....	9.6	277.9	285.4	312.9	103.3
Automobiles and parts.....	2.4	289.0	292.7	304.1	155.4
Steel shipbuilding and repairing.....	3.2	1323.6	1409.4	1567.5	53.6
Heating appliances.....	.3	177.1	181.8	166.3	121.1
Iron and steel fabrication (n.e.s.).....	1.1	297.4	308.3	297.9	129.8
Foundry and machine shop products.....	.6	233.2	235.2	278.7	118.3
Other iron and steel products.....	3.8	324.8	340.5	409.5	117.1
Non-ferrous metal products.....	3.0	382.2	399.9	489.9	165.2
Non-metallic mineral products.....	.9	208.2	208.0	212.6	163.4
Miscellaneous.....	1.1	352.2	359.8	364.3	146.1
Logging	5.1	313.0	300.9	260.7	237.8
Mining	3.8	146.4	151.5	156.1	164.7
Coal.....	1.4	91.2	97.4	98.1	94.0
Metallic ores.....	1.8	256.8	258.1	235.9	342.4
Non-metallic minerals (except coal).....	.6	162.8	170.4	152.7	123.4
Communications	1.6	110.7	110.6	105.1	84.3
Telegraphs.....	.4	128.7	129.5	129.2	95.7
Telephones.....	1.2	105.8	105.4	98.5	81.2
Transportation	8.6	122.3	124.2	117.5	84.5
Street railways and cartage.....	2.6	192.7	189.5	178.8	128.3
Steam Railways.....	4.8	107.7	108.0	105.4	75.8
Shipping and stevedoring.....	1.2	97.3	111.2	93.5	67.1
Construction and Maintenance	6.8	98.2	109.5	105.8	68.8
Building.....	2.1	87.2	98.8	113.8	55.7
Highway.....	2.5	115.8	141.1	119.3	101.8
Railway.....	2.2	93.3	91.8	85.2	51.1
Services	2.5	201.1	204.6	194.3	133.7
Hotels and restaurants.....	1.6	204.0	206.4	195.6	129.0
Personal (chiefly laundries).....	.9	195.9	201.4	191.9	141.8
Trade	10.8	180.8	179.5	172.0	149.9
Retail.....	8.2	192.0	190.6	184.8	160.1
Wholesale.....	2.6	150.7	151.9	139.1	122.7
Eight Leading Industries	100.0	180.4	185.7	185.7	116.2
Finance		128.4	128.5	125.6	113.6
Banks and trust companies.....		132.6	132.7	129.9	105.4
Brokerage and stock market.....		149.4	148.9	124.7	203.9
Insurance.....		121.4	121.6	119.4	119.3
Nine Leading Industries		177.9	182.9	182.8	116.1

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, February, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

WHILE the overall net labour demand¹ in Canadian industries showed little change during the five-week period from January 18 to February 22, firms are showing some concern regarding replacements for men on temporary permits to leave agriculture who will be returning to their farms during March. A sharp increase in the demand for workers in the next few weeks is expected, due not only to this change-over in employment, but with the prospect of an early spring, to the resumption of construction activity.

Labour requirements (exclusive of agricultural demand) at February 22, 1945, totalled 95,001. Although this was substantially the same as the demand for 95,250 workers at January 18, 1945, a month earlier, it was

considerably less than the shortage of 102,602 workers reported at February 24, 1944, the corresponding reporting date a year ago. The shortage of 65,765 male workers at February 22, 1945, represented 69 per cent of the total demand for labour at that date. Table I shows net labour demand, by main industry groups and by sex, as at February 22, 1945, with absolute and percentage changes in total demand from January 18.

The supply of labour, in terms of unREFERRED applicants² amounted to 59,903 (38,092 men and 21,811 women), at February 23. This was an increase of 18 per cent over the number of applicants unREFERRED at January 19. As may be seen in Table II demand for workers in most occupational categories was in excess of supply. The reverse was true, however, regarding clerical, sales and construction workers. In the case of clerical and sales workers all regions except Ontario reported an oversupply at February 23, and efforts are being made to direct applicants registered in surplus areas to jobs in this region. With reference to the construction occupations it is expected that there will be sufficient jobs during the spring and summer seasons for all qualified applicants not presently employed.

Net Labour Demand in A and B Priority Industries

The labour shortage reported by war and essential civilian industries as at February 22, 1945 (65,912) constituted 69 per cent of the overall requirements. Within this high priority industry group the demand for labour in logging (16,727) was a decrease of 5,636 from the January 18 total; the labour needs of mining and manufacturing, on the other hand, grew larger (from 29,113 to 31,667) and at February 22 comprised 48 per cent of the total labour requirements of high priority industry.

Logging

While 16,727 workers were still needed in logging at February 22, the peak of labour demand in this industry appears to have been passed. Most of the cutting has been completed in the Eastern and Prairie Regions and efforts are being made to speed up hauling operations before the spring break-up. These regions reported substantial decreases in

demand for labour, while in the Pacific Region, due to the reopening of the logging camps in some areas, labour requirements increased from 848 at January 18, to 1,056 at February 22. Sixty-four per cent of the total labour shortage in this industry was in pulpwood logging which still required 10,680 men; of these, 4,588 were needed in the Quebec Region.

Mining and Primary Smelting

The labour situation in mining, primary smelting and refining at February 22 was fairly satisfactory in all regions. The return of agricultural workers to the farms during March will, however, have a marked effect on these industries as many farmers have taken off-season employment in the mines, collieries and smelters. Total requirements at February 22 amounted to 4,656 workers, of which 1,251 were needed in coal mining, but although the shortage of workers in the coal mines was considerable, production has been kept up to schedule. The gold and base metal mines in some areas were still having difficulty in finding men with requisite physical stamina for

¹ Net Labour Demand is calculated by deducting unconfirmed referrals from unfilled vacancies. Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated. Unconfirmed Referrals are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

² Applicants who have not been referred to jobs as at the date indicated.

the jobs offered. In the iron and steel industry demand for workers rose slightly during the month in keeping with increased production in some of the war industries.

Manufacturing

Canada's high priority manufacturing industries were short of 18,411 men and 8,600 women at February 22, 1945. Demand for female labour showed slight change as compared with January 18, the date of the last report, but demand for males was larger by 2,934 or 19 per cent.

Textiles and Products.—As at February 22, demand for labour in the high priority textile industry (6,079) was substantially the same as at January 18, a month earlier. Male demand grew larger by 330 to total 1,928 at the February date, while demand for women in this industry (4,151) was smaller by 314. In Quebec's cotton textile mills labour requirements at January 22 totalled 502 as compared with 721 five weeks earlier, while an increased demand (from 453 to 659) was noted in the woollen and worsted textile mills of Ontario. In the manufacture of women's and misses' outerwear demand for female help in Quebec at February 22 stood at 314 as compared with 568 at January 18. A dearth of female sewing machine operators continues to present a major problem in the textile industry. Total demand for this type of tradeswomen at February 23 amounted to 4,008 while only 265 were registered as applicants.

Guns and Ammunition.—Net Labour demand in the guns and ammunition industry at February 22 stood at 2,536. This is an increase of 25 per cent over the demand reported at January 18, five weeks previous. There was some decline in the labour requirements of heavy ammunition (from 1,241 to 826). Demand for workers increased, however, in the small arms ammunition industry (from 308 to 712), and indications are that the orders placed late last year by the United States Government are beginning to have repercussions on the labour market.

Shipbuilding and Repairs.—The rising demand for workers in Canada's shipyards continued, with 2,113 needed at February 22 as compared with 1,900 one month previous. Some improvement was evident in the Maritimes where labour demand dropped from 795 to 551, and men are being supplied to Halifax shipyards immediately housing is available. In Quebec, requirements at February 22 (573) showed a rise of 216, and an increase of 214 was evident in the Pacific Region where 787 workers were needed at the latter date. Recent new contracts for transport ferries in Quebec

and Pacific shipyards have increased activity in this industry.

Construction

High priority construction reported a slight decrease in demand (from 2,346 at January 18, to 2,148 at February 22), with activity more or less restricted to the completion of contracts and maintenance jobs. As work on aerodromes, barracks and other war construction is curtailed, more emphasis will be placed on industrial and residential construction; increased activity in this field is expected this year as more materials are released for essential civilian purposes.

Transportation

Although the net labour demand for 3,796 workers in the high priority transportation industry was 15 per cent lower at February 22 than at January 18, the trend will probably be reversed within the next few weeks. Outfitting crews have already commenced work on a number of Great Lakes ships, while the Pacific Region reported some demand for marine engineers, mates and quartermasters as well as maintenance and overhaul crews for coastwise shipping. The manpower situation in regard to railway transportation is fairly satisfactory at this time, but with the coming of warmer weather additional maintenance and track gangs will be needed.

Trade, Finance and Service

Employment offices throughout Canada reported a shortage of 10,486 workers (4,345 males and 6,141 females) at February 22 in high priority trade, finance and service. One-third of this shortage was in public and professional service where 3,449 workers (1,456 males and 1,993 females) were required; this was a drop of 713 from January 18. In trade, finance, and service other than public and professional, demand rose from 6,284 at January 18, to 7,037 (2,889 males and 4,148 females) at February 22.

While the need for female workers in hotels and restaurants rose from 2,005 at January 18, to 2,257 at February 22, applicants were showing more willingness to accept this type of employment than domestic service where demand remained high. The shortage of female workers in hospitals rose from 719 at January 18 to 809 at February 22, due mainly to increased demand in the Prairie and Pacific Regions. Every effort is being made to divert applicants into this high priority service.

Wholesale and retail trade reported labour demands of 1,111 and 1,383 respectively at February 22. This was slightly higher than the need for 1,000 and 1,323 workers reported by these groups a month earlier.

TABLE I—NET LABOUR DEMAND BY INDUSTRY AND BY SEX AS AT FEBRUARY 22, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from January 18, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	10,680	22	10,702	-2,955	-21.6
Lumber.....	5,146	16	5,162	-2,161	-29.5
Other Logging.....	858	5	863	-520	-37.6
Total.....	16,684	43	16,727	-5,636	-25.2
Mining and Manufacturing—					
Coal Mining.....	1,247	4	1,251	-73	-5.5
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	986	115	1,101	+33	+3.1
Nickel.....	718	2	720	-208	-22.4
Other Base Metals.....	787	6	793	+95	+13.6
Other Mining and Oil Producing.....	779	12	791	-45	-5.4
Aircraft and Parts.....	777	132	889	+99	+12.5
Shipbuilding and Repairs.....	2,056	57	2,113	+213	+11.2
Guns and Ammunition.....	1,679	857	2,536	+500	+24.6
Mechanical Transport and Armoured Fighting Vehicles.....	760	76	836	+367	+78.3
Secondary Metal Industries (excluding Machinery and Equipment).....	2,292	303	2,595	+273	+11.8
Electrical Machinery and Equipment.....	524	282	806	+46	+6.1
Other Machinery and Equipment.....	1,678	122	1,800	+25	+1.4
Chemicals and Non-Metallics.....	1,798	910	2,708	+379	+16.3
Food Processing.....	1,517	668	2,185	+287	+15.1
Textiles and Products.....	1,928	4,151	6,079	+16	+0.3
Wood Products.....	1,765	142	1,907	+276	+16.9
Pulp and Paper.....	610	196	806	+155	+23.8
Rubber and Leather.....	694	456	1,150	+108	+10.4
Other Manufacturing.....	353	248	601	+8	+1.3
Total.....	22,928	8,739	31,667	+2,554	+8.8
Construction.....	2,132	16	2,148	-198	-8.4
Transportation.....	3,611	185	3,796	-659	-14.8
Other Public Utilities.....	720	368	1,088	-133	-10.9
Public and Professional Service.....	1,456	1,993	3,449	-713	-17.1
Trade, Finance and Other Service.....	2,889	4,148	7,037	+753	+12.0
Total A and B Priority Industries.....	50,420	15,492	65,912	-4,032	-5.8
C and D Priority Industries—					
Logging.....	6	2	8	-14	-63.6
Mining.....	406	1	407	+44	+12.1
Manufacturing.....	4,907	7,862	12,769	+1,111	+9.5
Construction.....	2,490	16	2,506	+309	+14.1
Public Utilities.....	364	29	393	+57	+17.0
Trade.....	3,232	1,849	5,081	+1,109	+28.0
Finance and Insurance.....	859	494	1,353	+152	+12.7
Service.....	3,081	3,491	6,572	+1,015	+18.3
Total C and D Priority Industries.....	15,345	13,744	29,089	+3,783	+14.9
GRAND TOTAL.....	65,765	29,236	95,001	-249	-0.3

TABLE II—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 23, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,662	365	2,027	1,428	353	1,781
Clerical Workers.....	1,330	3,174	4,504	2,437	4,838	7,275
Sales Workers.....	1,568	1,092	2,660	1,501	3,305	4,806
Service Workers.....	2,404	6,668	9,072	2,323	3,684	6,007
Fishermen.....	53	—	53	61	—	61
Skilled and Semiskilled Workers.....	37,651	9,083	46,734	14,720	3,508	18,228
Textile and Clothing Workers.....	1,755	6,702	8,457	297	934	1,231
Loggers.....	15,756	—	15,756	158	—	158
Miners.....	1,568	—	1,568	127	—	127
Construction Workers.....	2,286	—	2,286	5,074	—	5,074
Metal Workers.....	5,369	388	5,757	2,708	576	3,284
Other Skilled and Semiskilled Workers.....	10,917	1,993	12,910	6,356	1,998	8,354
Unskilled Workers.....	18,781	8,019	26,800	15,622	6,123	21,745
Total.....	63,449	28,401	91,850	38,092	21,811	59,903

Regional Analysis

The Regional Analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended February 22, 1945.

Maritime Region

Agriculture.—As yet, there is little activity, except for an increase in the number of orders placed with local offices for experienced livestock and dairy farmers. Plans are being formulated to assure the return of farmers in off-seasonal employment as soon as the spring work on the land opens up.

Logging.—In most parts of Nova Scotia, there has been just sufficient snowfall to benefit cutting and sleigh hauling, and the industry continues to absorb all the bushworkers available. Many small operators are experiencing difficulty in securing enough men; and one larger company at Sheet Harbour is still short 100 loggers. Owing to lack of manpower, production in the New Glasgow area has been reduced and the shortage in the Truro district is also serious, with clearance orders hard to fill.

Farther north, in New Brunswick, heavy snow has disrupted cutting operations, and the recent heavy thaw is threatening to alter manpower requirements considerably. Termination of cutting in the Campbellton area has resulted in the release of about 300 bushmen, of whom approximately one-half are returning to their own farms to cut fuelwood, while others are available for seasonal employment, and are being placed, whenever possible, on outside logging orders.

Coal Mining.—The collieries continue to operate steadily and with reasonably high production. Only fully certificated miners are now in demand.

Manufacturing.—Manpower needs have not altered materially during the past month, and lay-offs have been of a minor character, with only a small number of workers involved. The call for additional labour in the shipyards is receiving first consideration. Halifax's two large shipbuilding firms have orders for some 280 skilled workmen and 150 unskilled labourers in all, but the lack of housing accommodation makes it difficult to meet these requirements. New contracts awarded a Charlottetown shipyard recently have made it possible to retain the present staff of more than 100 men, and even to recall a small number of others laid off last December.

Heavy labour is still in some demand throughout the region and some difficulty has been encountered in finding men with the necessary physique to fill large orders from Trenton war plants. In one such establishment, where heavy structural steel work is being done, referments since November have totalled about 570, and the rate of labour turnover has been very high.

Mills and fertilizer plants, fish processing and textile factories throughout the Maritimes make continual demands on the labour force, and there is no immediate prospect of satisfying these requirements locally in areas where shortages exist.

Construction.—Activity is confined to remodelling and repair work, and a number of carpenters and construction labourers are currently unemployed. The military hospital building program is progressing smoothly, with no serious lack of building labour.

Transportation.—Heavy storms have hampered bus and railway traffic, with a resultant urgent call for a great number of snow shovellers. While the stevedoring companies on the Halifax waterfront could utilize additional labour, they are in no immediate need. The only development of note was a one-day strike of 300 employes of the National Harbour Board at Halifax, the strikers returning to work pending a settlement of the dispute.

Quebec Region

Agriculture.—Although there has been no call for farm labour as yet, the prevailing mild weather of the past few days has been a reminder that agricultural workers temporarily employed in other essential industry must soon be released to return to the land.

Logging.—Deep snow has hampered operations in many parts, and as a result of most unfavourable working conditions, a great many men have either been released from the camps, or left of their own volition. The majority of the small camps have ceased cutting and are now busy with the sleigh haul, the greatest demand being for men to undertake this work.

There has been no notable increase in the demand for bushworkers, except in the Chandler and LaTuque areas, where no suitable applicants are available. Three large operators in the vicinity of Chandler require another 350 loggers each, and contractors and sub-contractors in the La Tuque neighbourhood continue to call unavailingly for men to complete their season's cutting. The Quebec City office reports that a never-filled list of logging labour vacancies is attributable to a high labour

turnover, and woods operations at St. Joseph d'Alma and Dolbeau could still utilize 200 to 300 bushmen in each district.

Mining.—While no change in manpower supply is yet apparent and production is being maintained at the level of recent months, with the approach of spring mining labour needs will increase, and orders for workers to take the place of farmers leaving in March can only be filled through clearance. Another 200 experienced machine men and 500 qualified helpers could be absorbed by the mines in the Rouyn area, while diamond drilling firms in that locality, although well supplied with helpers, require additional runners.

Manufacturing.—While there has been no outstanding over-all development during the past several weeks, a marked improvement is noted in the employment situation of several industrial towns especially affected by the activities of the Aluminum Company of Canada. The Shawinigan Falls office reports a considerable diminution in local lay-offs, with a consequent levelling off in the number of unemployment insurance claims being filed. The Aluminum Company has advised of an appreciable increase in production in the immediate future (due to the recent American orders), and instead of laying off some hundreds of further employees, the plant is rehiring many previously released. The opening of a new potroom at the Chicoutimi plant has led to the employment of 100 potmen and a few labourers, and other potrooms are expected to open shortly.

In the Montreal area, lay-offs previously scheduled are proceeding according to plan in several of the larger war plants, but staff reductions throughout the province are not of any magnitude, and one proposed mass lay-off of 200 workers from a Quebec shipyard was recently countermanded.

The heavy shell-filling plants of the region are, without exception, satisfactorily supplied with labour, and the only calls for additional manpower from the iron and steel industry in general are for a few highly skilled workers, in addition to a considerable number of heavy duty labourers, who are not obtainable.

Textile plants, garment factories and kindred industries continue to present the most extensive manpower problem, and one unlikely to be satisfactorily solved for some time to come. Sewing machine operators, clothing and textile workers of all kinds are needed in the Montreal area, and factories at Cowansville, Drummondville, St. Jerome, Sherbrooke, Granby and Richmond share in the demand for similar labour.

Construction.—Although present activity is confined for the most part to local projects,

repair work and small jobs which are keeping tradesmen employed during the slack season, prospects for the coming season are bright, and a real building boom is anticipated. In the meantime, only in Montreal does the demand for skilled artisans far exceed the supply.

Transportation.—With weather conditions in most sections of the province restored to normal, the hundreds of snow shovellers employed in keeping traffic routes open have been gradually released.

Ontario Region

Agriculture.—A few farmers are already leaving their temporary winter employment, in order to make early preparations for the coming season, and this exodus will become widespread during the coming month. In the meantime, while occasional orders for farm workers have been placed with local offices, there are few such requirements as yet on file.

Logging.—Despite the fact that woods operations were seriously impeded by the deep snow of early February, recent reports on conditions in most parts of Ontario have been very encouraging and a substantial increase over last year's cut is anticipated, notably in the Kapuskasing area.

In some districts, a fair number of bushmen are still in demand. Two large companies in the vicinity of North Bay are short of teamsters and rollers, several operators at Sudbury require additional labour in order to complete their sleigh hauls, and at Sault Ste. Marie, experienced loggers are in great demand to get the cut out to the skidways and river banks for the spring drive. Another 100 cutters are needed for camps in the Kirkland Lake area, and operators around Timmins are handicapped by a shortage of bush men.

Mining.—No improvement is noted,—or anticipated—in the manpower situation throughout the mining fields, and all operations in the Timmins and Kirkland Lake areas report vacancies for both experienced miners and beginners, for lack of whom production has been greatly reduced.

Manufacturing.—The placing of many new contracts has been followed by a marked uptrend in production, with a consequent sharp increase in manpower requirements, which already far exceeded the available labour supply. An urgent need for skilled and heavy workers is noticeable throughout Ontario's manufacturing centres, with foundry production in particular seriously handicapped by the prevailing shortage of skilled tradesmen. The approaching expiry date of temporary

permits, held by farmers and farm workers in off-seasonal employment, makes the problem of adequate manpower supply still more disturbing, and many employers who will be affected are attempting to forestall anticipated shortages by placing orders now, although for the most part applicants available at this time fall short of heavy labour standards.

The agricultural plants of Brantford and Fergus, and the abrasive shops of Niagara Falls, are especially exigent in their call for heavy, unskilled labour, as well as for every type of skilled iron worker. Kingston, Toronto, New Toronto and St. Catharines share in the need, and the Barrie office alone has orders in clearance for 150 foundry labourers.

Plants busy on the Government's intensified munitions program have increased their orders for immediately needed staff. One Toronto factory has been supplied with approximately 800 women during the past month, and about 250 female workers will be brought to Wallaceburg from the Prairie and Pacific regions as soon as hostel accommodation is ready. In New Toronto, 200 husky factory and machine shop helpers are needed immediately, and 300 more will be required before the end of April. An order for 400 labourers for the D.I.L. plant at Nobel has been placed in clearance, and manpower requirements of the company's Oshawa factory have also increased markedly.

There has been only slight alleviation of the persistent shortage of labour in the textile plants and kindred industries. Food processing plants have also increased their manpower demands.

Lay-offs during the past month have been of a minor nature. In Toronto the De Havilland Company of Canada released about 380 workmen of various types, but this staff reduction worked to the advantage of the subsidiary firm in London, engaged on new aircraft contracts. More recently, 500 men were released from the Chrysler Corporation plant at Windsor, and there has also been a steady reduction of the Genelco staff in Peterborough, but practically all those affected by these lay-offs have been placed locally or through clearance orders.

Construction.—Activity is slight, and confined to a few areas. While a marked increase in labour demand is anticipated as the season advances, a number of skilled building tradesmen are at present drawing unemployment insurance benefits. Only from Toronto and New Toronto is any shortage of labour reported. The Pembroke office advises that during the past fortnight, 329 men have been placed on construction work in the district, with

further outstanding orders for 342 building tradesmen of all types.

Transportation.—The call for snow shovelers and maintenance labourers for the railways has, for the most part, been met locally in various parts of the province. Water transportation companies are already preparing for the opening of navigation, and initial manpower requirements are being filled without difficulty.

Prairie Region

Agriculture.—While there is little demand for immediate assistance, and few applicants are available for farm labour, occasional orders are being placed for spring.

Logging.—Although there is a persistent demand for bushworkers in many sections, operators generally agree that the labour supply has been more satisfactory than for some years past. It is expected that the cut will be materially increased, and special efforts are being made to keep loggers in the bush as late as possible.

The Fort William office, reporting a continuingly heavy demand for bushmen, states that a large number of placements have been made. In the Port Arthur area, 100 teamsters are needed immediately for the sleigh haul, and cutters are still being engaged, as also farther north at Fort Frances, where deep snow is impeding the loading and hauling operations. Logging camps in Manitoba are generally shorthanded, but special efforts have been made to meet their manpower requirements and a considerable number of Indians have been placed in the vicinity of The Pas. With the exception of Red Deer and Edmonton, which have orders in clearance, the Alberta offices report an adequate supply of logging labour.

Coal Mining.—As yet, there has been little indication of lessening production, and as always, certificated miners could be absorbed in most collieries. Blairmore, Edson and Drumheller are calling for qualified miners, but in these districts, as elsewhere, few surface or underground labourers are needed.

Base Metal Mining.—Manpower needs show no diminution, and the Winnipeg office reports that northern mine operators are becoming concerned at the prospect of further depletion of their already undermanned crews when farm workers leave in March.

Manufacturing.—Major development of the month has been the staff reductions in the packing plants, resulting from a shortage of hogs. Lay-offs of some magnitude are reported from every centre where packinghouses

are situated, and the companies concerned will only absorb permanent applicants to replace farm workers leaving at the end of March.

There have been no lay-offs from the Fort William Aircraft shops, but absenteeism has resulted in a fairly large number of separations; the company, working on a reduced production program, is dismissing persistent offenders. The Winnipeg office, while recording a continuing call for heavy labour, reports that general requirements have tapered off, and in Medicine Hat there is an over-supply of both male and female labour.

Construction.—The general slowing down continues throughout the region, with projects on hand nearing completion and no new ones to be started before spring. During the past two weeks, total vacancies for building tradesmen and labourers have equalled approximately one-half of the number of unpreferred applicants for the industry as a whole.

Transportation.—There is little general demand for labour, but track maintenance men are required at Fort Frances, Kenora, Dauphin, Edmonton, and at the Head of the Great Lakes.

Pacific Region

Agriculture.—A very moderate demand for dairy farm workers is reported, with a few additional applicants becoming available from time to time. In the interior, a number of tree pruners could be employed, but the need for such labour is not urgent.

Logging.—Heavy snow on the higher levels of the interior has forced a number of camps to suspend operations, with a consequent lay-off of experienced bushmen and Japanese labourers, the latter returning to housing centres. Most of the big operations in the Chilliwack district are idle, except for falling and bucking operations, and in the vicinity of Cranbrook, manpower needs are confined to experienced log cutters.

Good logging weather has raised production in the coastal forests to the highest January record since 1942, and at least until the farmers leave the camps at the end of March, the labour situation will remain more satisfactory than a year ago. Nevertheless, the Vancouver office reports a continued need for skilled bushworkers throughout the surrounding districts, and on the Island, while demands in the vicinity of Victoria are being met, Port Alberni and Nanaimo report a growing demand for unskilled labour.

Sawmills.—Orders for heavy labour and certain skilled craftsmen are difficult to fill in the New Westminster area. While there have been no recent shutdowns on account

of log shortage, several woodworking and planer mill plants remain closed because the type of order on hand for overseas shipment does not call for their finishing work. The Vancouver office reports many sawmill vacancies, and local pulp and paper operations are continually short of heavy labour. On Vancouver Island, however, there is a slight downward trend in the demand for sawmill workers, with an even smaller supply available.

Coal Mining.—The collieries are still short of skilled miners and underground labour, with few applicants coming in, but nowhere is the situation really acute.

Base Metal Mining.—Manpower demands are continually pressing and of some magnitude, especially those for the Kimberley operations, where some 275 men are needed immediately. Underground workers are also needed at Field and a number of experienced muckers could be absorbed in the Nelson area. There is no promise of improvement in the undermanned position of the gold mines, and many operations are producing only a fraction of their regular capacity tonnage.

Manufacturing.—Calls for shipyard workers are still the most pressing. A decided shortage of skilled artisans of all types persists in Vancouver, as well as a lesser demand for unskilled men and helpers, and there is a continual call for many journeymen and helpers for the two major Victoria shipyards. Applicants available are not suitable for the work, and response to orders in clearance has been disappointing.

There are continuing calls for moulders, machinists and other skilled tradesmen in the heavier industries of the Vancouver area, but only men with years of experience and a high degree of skill are acceptable. Female power machine operators are also needed, but unobtainable. Very few heavy labourers are coming in on the clearance orders for the Trail smelters, issued to the Pacific and Prairie regions.

Construction.—While there is little present activity, many new industrial construction contracts have been awarded and others are pending. A definite spring uptrend in building activity is foreseen, absorbing a considerable number of carpenters and labourers over and above those at present in demand.

Transportation.—Manpower requirements have been satisfactorily met, with the exception of a few orders for railway maintenance workers and crews for coastwise shipping. The North Inland Water Transportation companies have recently placed orders for maintenance and overhaul crews for vessels tied up for the winter, soon to resume operations.

Applications for Employment; Vacancies and Placements; January 1945

REPORTS received from Employment and Selective Service Offices of the Unemployment Insurance Commission during the five week period December 29, 1944, to February 1, 1945, showed a moderate gain in business transacted, when compared with the previous four weeks ending December 28, 1944, but a loss of somewhat smaller proportion in comparison with the five week period December 31, 1943, to February 3, 1944. This computation was based on the average number of placements recorded daily.

Under the first comparison, except for moderate declines in trade and construction, all industrial groups recorded increases, the gain in manufacturing being outstanding. When compared with the corresponding period a year ago, all changes were slight except a fairly substantial loss in manufacturing and a moderate decrease in construction. The only gain of note was in logging.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified, and of placements effected for each one hundred applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each one hundred applications being 90.3 during the five week period December 29, 1944, to February 1, 1945, in contrast with 95.4 during the preceding four weeks and 101.5 during the five weeks December 31, 1943, to February 3, 1944. The ratio of placements to each one hundred applications was 60.8 as compared with 68.1 in the previous period and 65.3 in the five week period ending February 3, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 7,757 compared with 6,506 during the preceding four weeks and 8,597 in the five weeks December 31, 1943, to February 3, a year ago. The average number of applications for employment received daily by the offices during the five week period December 29, 1944, to February 1, 1945, was 8,594, in comparison with 6,823 in the previous four weeks, and 8,465 in the five weeks ending February 3, last year. The average number of placements made daily by the offices during the five weeks December 29, 1944, to February 1, 1945, was 5,224, of which 5,081 were in regular employment and 143 in work of

one week's duration or less, as compared with a total daily average of 4,649 during the previous four weeks. Placements in the five weeks ending February 3, 1944, averaged 5,527 daily, consisting of 6,336 in regular and 191 in casual employment. During the period under review the offices of the Commission referred 220,909 persons to vacancies and effected a total of 151,490 placements. Of these the placements in regular employment were 147,334 of which 98,318 were of males and 49,016 of females, while placements in casual work totalled 4,156. The number of vacancies reported by employers was 146,153 for males and 78,809 for females, a total of 224,962; and applications for work numbered 249,213, of which 163,897 were from males and 85,316 from females.

The following table gives the placements effected by employment offices each year, from January, 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (5 weeks).....	147,334	4,156	151,490

Prince Edward Island and Nova Scotia

During the five weeks ending February 1, 1945, the daily average of positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island was 258, compared with 241 in the previous period and 311 during the five weeks terminating February 3, last year. There was a daily average of 201 placements in comparison with 179 in the preceding four weeks and 236 during the period ending February 3, 1944. Moderate decreases in construction, manufacturing and mining were the only changes of importance in placements from the corresponding five weeks last year. Placements by industries included: manufacturing 2,345; services 1,165; public utilities operation 809; trade 713; construction 329; forestry and logging 255, and mining 126. Regular placements numbered 3,965 of men and 1,758 of women.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the period under review, called for a daily average of 274 workers, compared with 349 in the four weeks ending December 28, and 209 during the period ending February 3, 1944. The average number of placements effected daily was 163, in contrast with 149 in the previous four weeks and 165 during the period terminating February 3, a year ago. The small decline in placements from the five weeks ending February 3, last year, was due to moderate losses in forestry and logging, and manufacturing. All other groups recorded improvements, the highest being in public utilities operation. Placements by industrial groups numbered: manufacturing 1,260; services 909; forestry and logging 855; public utilities operation 688; trade 494; construction 357 and mining 107. There were 3,448 men and 1,224 women placed in regular employment.

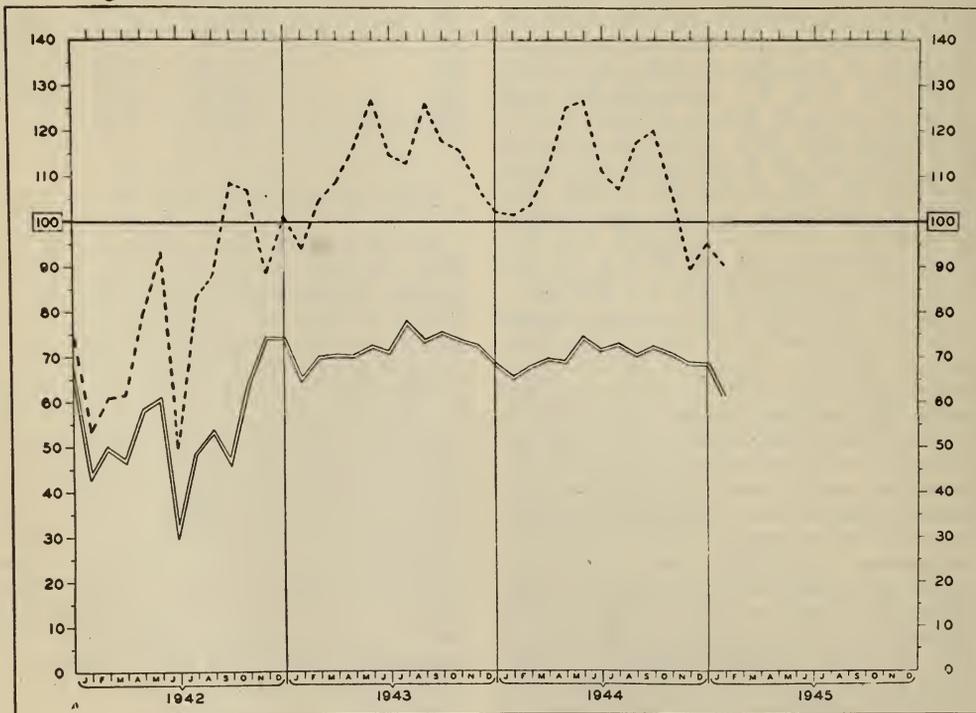
Quebec

There was an increase in the average number of positions available daily at Employment Offices in the province of Quebec during the

five weeks ending February 1, 1945, when compared with the preceding period, but a decrease in comparison with the five weeks terminating February 3, last year, the daily average being 2,302 during the period under review, 2,044 in the previous four weeks and 2,545 during the corresponding period of 1944. Placements decreased under both comparisons, the daily average being 1,392 during the five weeks under review, in contrast with 1,412 in the preceding period and 1,498 during the five weeks ending February 3, a year ago. The reduction in placements from the corresponding period last year was chiefly attributable to a substantial decrease in manufacturing augmented by a fairly large loss in construction and moderate declines in trade, services and public utilities operation. These decreases, however, were offset in part by a substantial gain in forestry and logging. Industrial divisions in which the majority of placements were effected were: manufacturing 15,421; forestry and logging 10,747; services 5,425; public utilities operation 3,098; trade 2,535; construction 1,930 and mining 730. Placements in regular employment numbered 29,436 of men and 10,720 of women.

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications————— Vacancies- - - - - Placements=====



Ontario

Employment opportunities as indicated by orders received at Offices in Ontario during the period terminating February 1, 1945, showed a daily average of 3,180 workers, compared with 2,500 in the previous four weeks and 3,727 during the period ending February 3, a year ago. Placements recorded a daily average of 2,230 during the four weeks under review, in contrast with 1,808 in the preceding period and 2,262 during the period terminating February 3, last year. A substantial decrease in placements in manufacturing, supplemented by moderate losses in mining, construction and agriculture accounted for the decline from the corresponding five weeks of 1944. This reduction was somewhat modified by an appreciable gain in public utilities operation and moderate increases in trade, and forestry and logging. Industries in which most of the placements were effected were: manufacturing 30,680; services 11,498; trade 7,216; public utilities operation 5,170; forestry and logging 5,037; construction 2,617; finance and insurance 1,163 and mining 1,080. Regular placements numbered 39,711 of men and 23,606 of women.

Manitoba

Positions offered through Employment Offices in Manitoba during the five weeks ending February 1, 1945, averaged 322 daily in comparison with 301 in the preceding period, but remained unchanged when compared with the five weeks ending February 3, last year. There was a daily average of 231 placements compared with 219 during the period ending December 28, and 244 in the corresponding five weeks of 1944. When comparing placements by industrial groups with the period ending February 3, last year, none of the changes was large, the most significant being decreases in services and manufacturing, and a gain in trade. Placements by industries included: manufacturing 2,033; services 1,855; trade 1,404; public utilities operation 682; forestry and logging 251 and construction 187. There were 2,808 men and 2,787 women placed in regular employment.

Saskatchewan

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Saskatchewan during the period under review, was 172 as compared with 154 in the previous four weeks and 182 during the period ending February 3, 1944. The average number of placements registered daily was 128, in comparison with 119 in the preceding four weeks and 136 during the period terminating

February 3, a year ago. Placements by industrial groups showed small variation from the corresponding five weeks last year, the largest change being a moderate decrease in forestry and logging. Placements by industries included: services 1,469; trade 786; manufacturing 683; public utilities operation 333, and forestry and logging 160. Placements in regular employment numbered 1,797 of men and 1,565 of women.

Alberta

Orders listed at Employment Offices in Alberta during the five weeks ending February 1, called for a daily average of 331 workers, compared with 324 during the period ending December 28, and 340 in the five weeks terminating February 3, 1944. Placements were fewer under both comparisons, the daily average being 237 during the period under review, as compared with 253 in the preceding four weeks and 271 during the corresponding period last year. When comparing placements by industrial groups with the period ending February 3, a year ago, the most important changes were moderate losses in construction, manufacturing, services, mining and gains in forestry and logging, and public utilities operation. Industrial divisions in which the largest number of placements were effected were: services 2,018; manufacturing 1,278; trade 1,102; public utilities operation 792; forestry and logging 729; mining 389 and construction 348. Regular placements numbered 4,039 of men and 2,321 of women.

British Columbia

Opportunities for employment at Employment Offices in British Columbia during the period terminating February 1, 1945, numbered 919 daily in contrast with 594 in the previous four weeks and 960 during the corresponding period of 1944. Placements showed a daily average of 640, in comparison with 510 in the preceding period and 723 during the five weeks ending February 3, last year. A fairly large reduction in manufacturing together with smaller decreases in mining, services, construction and trade were responsible for the loss in placements when compared with the period ending February 3, a year ago. Moderate increases were noted in forestry and logging, and public utilities operation, while the changes in other groups were important. Industries in which employment was found for more than 500 workers included: services 5,437; manufacturing 4,990; forestry and logging 2,788; trade 1,899; public utilities operation 1,738 and construction 1,082. There were 13,114 men and 5,035 women placed in regular employment.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
DECEMBER 29, 1944 TO FEBRUARY 1, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	430	262	1,041	865	339	9	585
Charlottetown.....	221	215	683	543	185	9	504
Summerside.....	209	47	358	322	154		81
Nova Scotia	7,043	6,128	7,713	7,736	5,384	108	2,285
Amherst.....	161	129	225	172	108		185
Bridgewater.....	103	156	84	67	61		22
Dartmouth.....	183	193	126	136	117		23
Digby.....	80	85	87	67	53		49
Glace Bay.....	131	236	348	194	159		124
Halifax.....	3,357	3,422	3,013	3,693	2,315		657
Inverness.....	21	25	51	34	20		20
Kentville.....	326	259	219	181	224	5	79
Liverpool.....	101	142	165	158	198		41
New Glasgow.....	819	543	1,052	1,073	817	48	259
New Waterford.....	39	199	186	125	76		50
Pictou.....	135	17	178	145	123	2	47
Springhill.....	14	8	32	21	9		26
Sydney.....	814	206	1,107	928	589	51	396
Sydney Mines.....	101	68	195	122	68		121
Truro.....	430	225	440	433	290	2	120
Yarmouth.....	228	215	205	187	157		66
New Brunswick	7,934	7,221	7,507	6,892	4,672	54	2,411
Bathurst.....	454	310	729	537	350		179
Campbellton.....	324	654	545	396	205	2	273
Edmundston.....	926	894	413	410	265	4	174
Fredericton.....	512	392	445	444	389	1	87
Minto.....	314	346	382	378	347		38
Moncton.....	2,304	2,249	2,030	1,850	942	30	938
Newcastle.....	68	131	97	92	75		30
Saint John.....	2,441	1,442	2,394	2,417	1,772		588
St. Stephen.....	233	397	175	165	113	10	39
Sussex.....	204	275	179	133	156	1	35
Woodstock.....	154	131	118	70	58	6	30
Quebec	66,750	44,205	76,111	56,755	40,156	224	35,201
Acton Vale.....	58	53	79	54	48	8	82
Asbestos.....	101	64	122	77	75		78
Baie St. Paul.....	307	345	231	177	150	5	74
Beauharnois.....	149	50	274	148	184		45
Buckingham.....	156	40	472	147	145	4	200
Campbell's Bay.....	74	59	106	77	83		18
Causapsal.....	438	422	500	472	492		90
Chandler.....	1,172	494	1,231	1,173	1,121		142
Chicoutimi.....	473	509	2,042	1,302	1,009		1,063
Coaticook.....	547	27	562	563	541		50
Cowansville.....	108	44	129	114	119		17
Dolbeau.....	595	848	964	832	823		97
Drummondville.....	410	94	630	457	358		882
East Angus.....	92	0	186	103	84		72
Farnham.....	221	133	202	186	172		41
Granby.....	491	332	594	317	259		123
Hull.....	646	420	1,336	574	476		396
Joliette.....	453	167	945	575	356	2	211
Jonquiere.....	333	515	849	189	112		929
Lachine.....	924	487	874	736	607		190
Lachute.....	225	52	467	301	211		94
La Malbaie.....	119	29	236	114	109		193
La Tuque.....	1,724	1,157	1,034	975	974		124
Levis.....	1,175	189	1,632	1,119	1,020		537
Longueuil.....	277	248	316	200	163		118
Louiseville.....	278	40	431	295	279		98
Magog.....	197	55	256	257	134		163
Matane.....	725	526	621	528	477		165
Megantic.....	745	67	1,003	657	643		203
Mont Laurier.....	106	342	206	181	159		57
Montmagny.....	180	21	355	198	197		183
Montmorency.....	245	21	483	294	237		386
Montreal.....	31,271	26,727	28,872	24,312	13,202	93	14,112
Plessisville.....	63	40	90	46	43		68
Pointe-aux-Trembles.....	651	334	686	602	470		153
Port Alfred.....	254	164	413	242	263		393
Quebec.....	3,460	1,755	5,632	3,135	2,233	37	5,655
Richmond.....	62	75	128	85	63	8	18
Rimouski.....	1,355	656	1,124	997	835		287
Riviere du Loup.....	821	318	800	640	642		350
Roberval.....	517	406	166	140	144		81
Rouyn.....	1,386	400	1,552	1,585	1,193		254

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
DECEMBER 29, 1944 TO FEBRUARY 1, 1945—Cont.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe.....	520	99	517	488	433	1	65
Ste. Anne de Bellevue.....	239	91	207	207	184		107
Ste. Therese.....	1,146	451	864	847	808		159
St. Hyacinthe.....	328	398	503	364	277	1	228
St. Jean.....	569	174	823	655	458		139
St. Jerome.....	654	184	765	588	465	4	114
St. Joseph d'Alma.....	298	15	757	227	284		163
St. Paul l'Ermite.....	684	235	634	629	463		122
Shawinigan Falls.....	585	51	1,239	608	502		1,351
Sherbrooke.....	1,042	262	1,532	959	681	42	295
Sorel.....	775	272	1,809	635	486		353
Thetford Mines.....	802	59	1,439	848	788		319
Three Rivers.....	875	286	1,702	816	675		1,560
Val d'Or.....	1,295	587	987	854	788		145
Valleyfield.....	706	290	802	702	424	19	381
Verdun.....	2,468	1,955	2,300	1,948	1,375		947
Victoriaville.....	180	71	400	174	160		261
Ontario.....	92,211	48,090	92,251	95,914	63,317	1,341	19,830
Arnprior.....	134	36	216	166	104	40	35
Barrie.....	226	77	377	245	179		95
Belleville.....	709	286	692	866	538		175
Bracebridge.....	181	288	243	189	211		30
Brampton.....	261	296	267	262	193		38
Brantford.....	1,669	977	1,299	1,271	1,016	8	203
Brockville.....	275	39	356	346	239		62
Carleton Place.....	63	65	81	79	61		10
Chatham.....	553	212	653	744	475	13	215
Cobourg.....	107	21	170	130	109		10
Collingwood.....	167	76	209	153	142		20
Cornwall.....	817	155	1,444	1,003	543	132	415
Dunnville.....	42	26	126	56	34		21
Fergus.....	67	44	115	92	65	1	13
Fort Erie.....	274	149	192	159	121		20
Fort Frances.....	497	506	380	280	343	2	40
Fort William.....	1,073	903	995	1,017	989	1	306
Galt.....	872	610	721	755	556		117
Gananoque.....	85	21	101	78	67	6	29
Goderich.....	157	66	199	144	90	21	42
Guelph.....	667	321	746	669	449		147
Hamilton.....	6,815	3,821	6,690	8,252	4,796	99	1,399
Hawkesbury.....	143	45	480	180	92	5	208
Ingersoll.....	109	75	157	161	103	1	12
Kapuskasing.....	796	581	1,201	1,201	1,188	1	19
Kenora.....	658	834	110	101	140		36
Kingston.....	878	423	1,130	1,392	699	7	326
Kirkland Lake.....	795	524	1,356	893	717	14	257
Kitchener-Waterloo.....	1,588	886	1,294	1,505	1,089	5	144
Leamington.....	465	99	527	595	534		107
Lindsay.....	134	52	155	138	113		31
Listowel.....	78	24	143	103	69		16
London.....	3,417	1,155	3,107	4,216	2,237	242	582
Midland.....	262	158	486	322	231		215
Napanee.....	97	53	92	83	68		29
Newmarket.....	123	59	149	131	93		21
New Toronto.....	2,092	906	1,570	1,296	1,026		306
Niagara Falls.....	855	412	804	898	654		176
North Bay.....	1,281	289	1,397	1,220	1,068	74	126
Orangeville.....	79	34	149	112	82		6
Orillia.....	377	253	497	528	332	4	165
Oshawa.....	1,133	510	1,537	1,161	864	17	624
Ottawa.....	6,001	1,950	5,521	5,504	3,704	59	555
Owen Sound.....	438	142	596	551	355	33	144
Paris.....	86	118	81	73	51		16
Parry Sound.....	374	124	515	400	335		102
Pembroke.....	884	174	968	993	851		130
Perrth.....	154	70	239	201	146	1	33
Peterborough.....	1,105	571	1,175	1,274	970		196
Picton.....	75	24	142	102	72	4	42
Port Arthur.....	2,909	2,819	1,411	1,366	1,301		366
Port Colborne.....	392	232	555	273	346		62
Port Hope.....	104	37	130	114	96	1	18
Prescott.....	136	80	230	198	154		23
Renfrew.....	166	63	209	242	157		75
St. Catharines.....	1,616	523	1,543	2,047	1,364		451
St. Thomas.....	491	206	538	622	381	25	131
Sarnia.....	770	253	992	813	630		159
Sault Ste. Marie.....	792	1,499	1,021	791	771		225
Simcoe.....	349	463	569	647	428	2	56
Smiths Falls.....	214	64	226	235	181		38

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
DECEMBER 29, 1944 TO FEBRUARY 1, 1945—*Cont.*

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford.....	416	132	414	459	267	61	88
Sturgeon Falls.....	244	164	142	122	92	.....	19
Sudbury.....	1,626	1,608	2,432	1,829	1,805	40	525
Tillsonburg.....	101	41	213	214	191	.....	14
Timmins.....	1,937	1,321	1,987	1,816	1,400	23	548
Toronto.....	29,224	13,697	26,741	30,836	17,207	231	6,413
Toronto Junction.....	3,828	1,581	3,400	3,655	2,432	24	585
Trenton.....	459	202	441	488	376	.....	50
Walkerton.....	158	67	310	193	142	.....	78
Wallaceburg.....	313	123	320	425	278	.....	55
Welland.....	1,416	1,684	1,030	1,101	881	.....	116
Weston.....	1,029	486	956	779	574	.....	78
Windsor.....	2,873	695	4,113	3,889	2,320	143	1,522
Woodstock.....	480	510	448	470	340	1	69
Manitoba.....	9,351	3,736	12,787	11,275	5,595	1,114	5,940
Brandon.....	374	257	476	398	288	.....	230
Dauphin.....	327	301	533	185	202	.....	118
Flin Flon.....	194	68	145	135	125	15	35
Portage la Prairie.....	155	93	213	146	116	.....	82
Selkirk.....	111	60	107	84	71	.....	48
The Pas.....	105	194	207	155	76	4	108
Winnipeg.....	8,085	2,763	11,106	10,172	4,717	1,095	5,319
Saskatchewan.....	4,986	2,257	8,275	6,914	3,362	364	3,269
Estevan.....	119	20	160	135	116	.....	40
Moose Jaw.....	594	251	848	833	447	17	332
North Battleford.....	150	86	504	149	124	.....	109
Prince Albert.....	577	369	820	552	421	20	555
Regina.....	2,005	782	2,554	3,128	1,248	249	760
Saskatoon.....	1,158	422	2,362	1,648	719	77	1,062
Swift Current.....	126	72	138	110	84	.....	68
Weyburn.....	65	74	128	63	43	.....	41
Yorkton.....	192	181	761	295	160	1	302
Alberta.....	9,603	3,446	11,737	9,709	6,360	519	4,652
Black Diamond.....	85	14	141	78	67	.....	48
Blairmore.....	117	70	114	91	122	.....	35
Calgary.....	2,773	692	4,331	3,553	1,984	274	1,890
Drumheller.....	376	282	259	194	97	.....	52
Edmonton.....	4,556	1,606	5,547	4,564	3,040	208	2,071
Edson.....	583	327	177	177	289	.....	32
Lethbridge.....	418	177	625	545	300	36	343
Medicine Hat.....	402	121	393	392	293	1	130
Red Deer.....	293	157	150	115	168	.....	61
British Columbia.....	26,654	9,458	31,791	24,849	18,149	423	12,441
Chilliwack.....	227	53	223	195	183	.....	140
Courtenay.....	333	303	172	122	190	.....	79
Cranbrook.....	418	230	260	249	241	.....	46
Dawson Creek.....	135	37	121	112	109	.....	30
Duncan.....	678	302	325	297	448	.....	41
Fernie.....	42	56	68	59	51	.....	41
Kamloops.....	345	121	338	275	281	.....	79
Kelowna.....	415	86	470	429	376	.....	101
Nanaimo.....	330	89	370	340	271	.....	175
Nelson.....	359	243	495	306	235	.....	276
New Westminster.....	1,252	407	1,869	1,373	947	27	1,177
North Vancouver.....	364	139	359	292	289	.....	219
Penticton.....	195	37	253	180	174	.....	133
Port Alberni.....	595	201	274	256	367	.....	90
Prince George.....	576	202	581	525	491	.....	89
Prince Rupert.....	573	232	643	479	389	.....	158
Princeton.....	93	61	84	74	91	14	18
Trail.....	430	308	360	225	214	.....	157
Vancouver.....	16,258	5,110	21,549	16,505	10,711	331	8,278
Vernon.....	362	132	553	342	353	2	183
Victoria.....	2,376	914	2,180	2,015	1,597	49	891
Whitehorse.....	298	195	184	199	147	.....	64
Canada.....	224,962	124,803	249,213	220,909	147,334	4,156	86,614
Males.....	146,153	84,650	163,897	137,953	98,318	1,603	55,565
Females.....	78,809	40,153	85,316	82,956	49,016	2,553	31,049

Strikes and Lockouts

Strikes and Lockouts in Canada During 1944

A MARKED decline in strike activity was recorded in 1944 as compared with the previous year. During 1944 there were 199 strikes and lockouts in which 75,290 workers were involved causing a time loss of 490,139 man-working days. During 1943, 402 strikes were recorded in which 218,404 workers were involved causing idleness of 1,041,198 days.

The improvement in the employer-employee relations as indicated by the decline in strike activity reflects the co-operation of both management and workers in the application of the Wartime Labour Relations Regulations. An article dealing with the activities of the Wartime Labour Relations Board appears on page 285.

The time lost through strikes in 1944 was about one-twentieth of one per cent of the total number of days worked by all non-agricultural wage earners during the year. Expressed in this way the loss in 1944 was about the same as in 1941 and 1942 and about one-half that of 1943. Both the number of strikes and the number of workers involved were smaller than in any of the three preceding years. About 25 workers in every 1,000 wage earners were involved in strikes during the year as compared with 72 in 1943, 39 in 1942, 33 in 1941, 27 in 1940 and 20 in 1939.

Eighty-seven of the strikes were of one day's duration or less. One hundred and sixty-five, or 83 per cent of the 199 strikes, were of less than 5 days' duration and caused only about one-seventh of the total time loss, while two strikes, one of motor vehicle factory workers at Windsor, Ont., and one of shipyard workers at Halifax, N.S., involved more than 16,000 workers and caused considerably more time loss than all the other strikes.

The expansion of employment since the outbreak of war has been much greater in manufacturing than in other industries. Strike activity has been greatest also in this group of industries in recent years. Three-fifths of the number of strikes, and four-fifths of the time lost in 1944 were in manufacturing. Strikes in mining numbered 49 but were of short duration and involved relatively fewer workers than in recent years. Strikes in coal mining caused less idle time than in any year since 1931 with the exception of 1938.

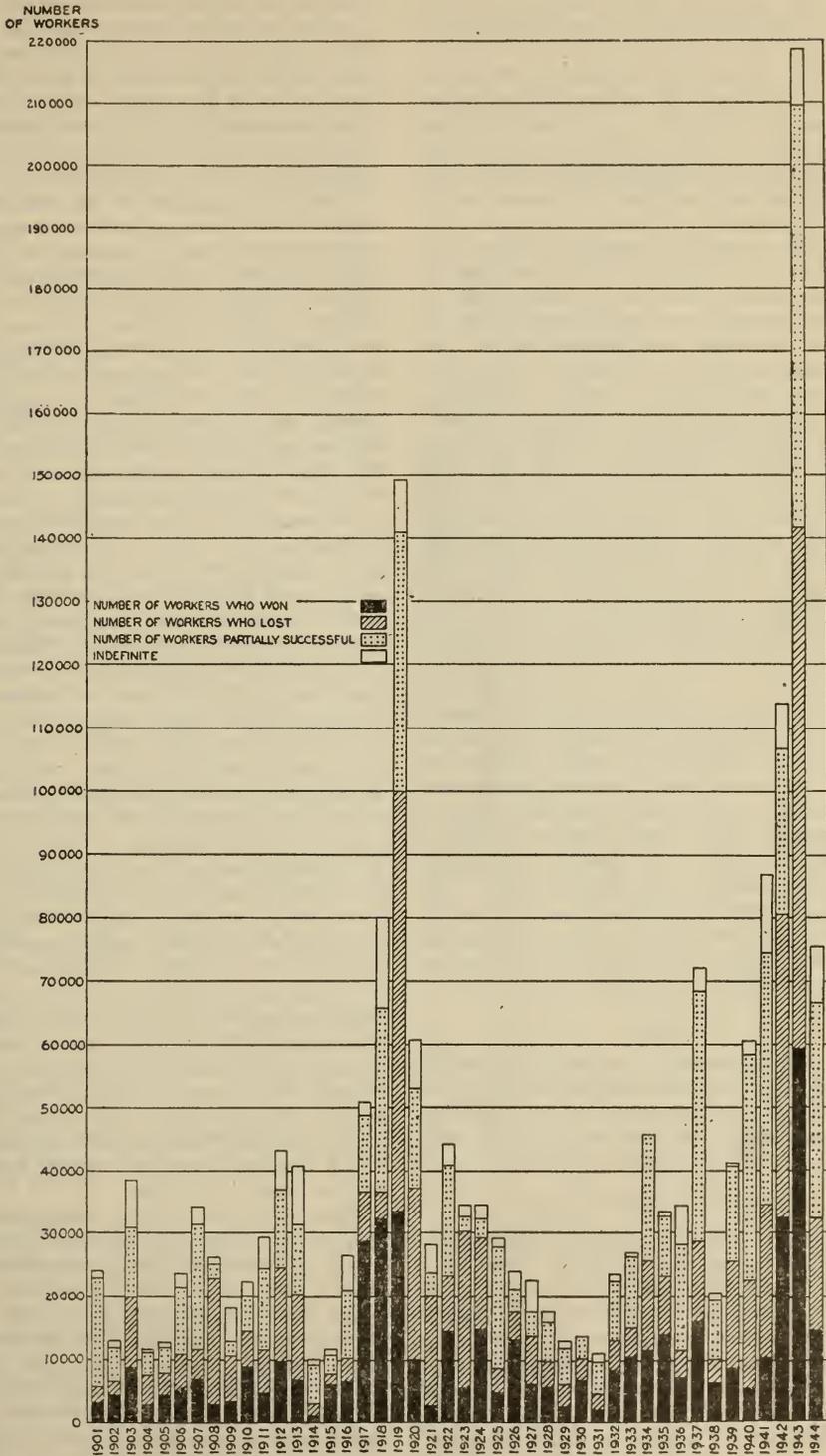
Questions involving changes in wages caused more strikes than were due to any other cause during the year but these resulted in relatively little time loss, about one-seventh of the total as compared with about one-third in 1943. Questions in connection with unionism caused only 34 strikes but resulted in 75 per cent of the total time loss, most of which was caused by the two strikes noted above at Windsor and Halifax. Only twelve strikes were for recognition of union and a very small proportion of the total of lost time resulted from these. Sixty-nine strikes were settled by conciliation and this was a factor also in the settlement of 33 additional strikes which were referred to arbitration and to War Labour Boards, etc.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the LABOUR GAZETTE each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. In each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the LABOUR GAZETTE are necessarily of a preliminary nature the annual review constitutes the revised record for the year. A special report on "Strikes and Lockouts in Canada, 1901 to 1912", issued in 1913, contained a complete list of strikes and lockouts for that period with analytical tables. The annual reviews in the LABOUR GAZETTE have brought the lists of strikes and lockouts and analytical tables down to date each year.

The annual review for 1930 appearing in the LABOUR GAZETTE, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were also made.

RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBERS OF WORKERS INVOLVED EACH YEAR 1901-1944



ment. During 1944, there were 8 such strikes involving 388 workers and causing a time loss of 39 man days. In 1943, 25 were recorded involving 958 employees and causing a loss of 122 days.

In Tables I and X the number of employers involved is given. In strikes which involve large numbers of shops or factories, clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information, but the estimate made in such cases is the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved from time to time so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to Table X, which is a detailed list of the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike.

Charts

The accompanying charts show the results of strikes and lockouts according to the numbers of workers involved and the time loss in man-working days by groups of industries each year, for the period of 1901 to 1944.

Analysis of Statistics, 1944

Table I is a summary of the principal statistics for the period for which the record has been compiled, beginning in 1901. The table shows the number of strikes and lockouts beginning in each year, and the number in existence during the year, the difference in each case being the number carried over at the end of the previous calendar year. The approximate number of employers involved in all strikes as well as the number of workers

involved and the time loss, is given. In addition to these data, the number of strikes in existence during each year in coal mining and in industries other than coal mining is given, along with the number of workers involved and the time loss. A study of the latter figures reveals that a few strikes in coal mining in some years account for a large proportion of the workers involved and for a still larger proportion of the time loss resulting.

Table II, an analysis of the 1944 record by the number of workers involved, shows that, as is usually the case, the majority of the strikes involved a very small proportion of the total number of workers in all strikes and resulted in a still smaller proportion of the total number of days of lost time, while a small number of strikes involved comparatively large numbers of workers and caused a very large percentage of the total time loss. That is, 102 strikes, or 51.3 per cent of the total, involved less than 100 workers in each case, or a total of 5.7 per cent of the number of workers in all strikes. The time loss due to these 102 strikes was only 2.4 per cent of the total time loss. Nineteen strikes, or less than 10 per cent of the total number, involved more than 1,000 workers in each case. The total number of workers in these strikes was 45,859, or 60.9 per cent of the workers in all strikes, while the time loss was 86.6 per cent of the total.

Many of the strikes, being of short duration and involving relatively few workers, caused very little time loss. Thus Table III shows that 81 strikes, or 40.7 per cent of the total caused less than 100 days' time loss in each case. The number of workers involved in these strikes was 7.1 per cent of the workers in all strikes and caused less than one per cent of the total time loss. Eighty-five point four per cent of all strikes caused less than 1,000 days' loss in each case. These involved 36.9 per cent of the workers in all strikes and caused only 7.2 per cent of the idleness due to strikes. Five strikes, which resulted in a loss of more than 10,000 days in each case, caused 78.6 per cent of the time lost in all strikes. Two of these strikes caused a loss of more than 50,000 days in each case and involved a total of more than 16,000 workers, or 62.1 per cent of the total.

Table IV, an analysis by the period of duration, shows that four-fifths of the strikes, involving three-fifths of the workers in all strikes, were settled within five days, with the result that the time loss from these strikes, numbering 165, was only 14.1 per cent of the total number of man days lost. Eighteen strikes lasted between five and ten days but as these involved only a few workers the time loss was not important. Two strikes lasted between 15 and 20 days and caused nearly one-

half of the total time loss. One of these involving motor vehicle workers at Windsor, Ont., involved more than 13,000 workers and caused a time loss of 228,000 days.

As shown in Table V more strikes were recorded in Ontario than in any other province. Thirty-one point seven per cent of all strikes, 42.5 per cent of the workers involved and 53.3 per cent of the time loss occurred in this province. Quebec was in second place with a total of 45 strikes, 25 per cent of the total number of workers involved and 23 per cent of the time loss. Nova Scotia was a close third with 42 strikes and about one-fifth of the workers involved and about one-fifth of the total time loss. These three provinces accounted for 75.4 per cent of the strikes in Canada, 86.6 per cent of the workers involved and 96.8 per cent of the time loss. No strikes were recorded in Prince Edward Island. Nineteen strikes in Alberta caused 1.6 per cent of the total time loss, while in each of the other provinces, New Brunswick, Manitoba, Saskatchewan and British Columbia, the time loss was less than one per cent.

Table VI, an analysis by industries, shows that strike activity in the manufacturing group was much greater than in all other industries combined, with 120 strikes recorded, involving 70 per cent of the workers in all strikes and causing more than four-fifths of the total loss of time. By far the most important strike involved more than 13,000 workers in the manufacture of motor vehicles. This strike caused a loss of 228,000 man-working days or 47 per cent of the loss resulting from all strikes in Canada. Sixteen strikes in the shipbuilding industry caused a loss of about 82,000 days. Of this total, 76,500 days resulted from a strike of about 2,900 shipyard workers at Halifax and Dartmouth. A strike of men's clothing factory workers in Montreal caused a loss of 30,000 days.

Thirteen strikes in transportation and public utilities involved about 10 per cent of the workers involved in all strikes and caused slightly less than 10 per cent of the idleness due to strikes. Two strikes of street railway employees in Montreal caused a time loss of 44,000 days or about nine per cent of idleness due to all strikes.

Strikes in the mining industry involved fewer workers and caused less time loss than in any year since 1939. Forty-six of the 49 strikes in mining occurred in coal mining. These involved 11,180 miners and caused a loss of about 29,000 days, or only 5.8 per cent of the total time lost in all strikes. About one-half of the coal mining strikes occurred in Nova Scotia.

Statistics of strikes by causes and results are shown in Table VII. Demands for in-

creases in wages caused slightly more than one-quarter of the strikes during the year, about the same proportion as in 1943. Demands for increases in wages and other changes, including reduced hours, caused an additional 10 strikes. These 63 strikes involved 16,892 workers and caused a time loss of 66,602 days or 14 per cent of the total. The demands of the workers were obtained in 14 cases and compromise settlements were agreed upon in 19 others, while in 27 cases the workers' demands were not obtained. The remainder, three in number, were un-terminated or indefinite in result.

Recognition of union was the cause of only 12 strikes during the year. These resulted in a loss of slightly more than 3,000 days. In 1943 there were 45 strikes from this cause, resulting in a loss of 139,127 days.

Union questions caused a total of 34 strikes which involved more than 30,000 workers. The time loss was 358,000 days or about 70 per cent of the loss from all strikes. In this group two strikes alone caused more than 300,000 days' time loss. The workers were successful in 13 strikes under unionism, seven of which involved recognition of union. In 10 cases a compromise settlement was obtained, while in nine cases the workers were not successful.

Discharge or suspension of workers (other than in connection with union questions) caused 27 strikes, which resulted in a time loss of 28,832 days.

Table VIII, an analysis by industries and methods of settlement, shows that 119, or about 60 per cent of the strikes during the year, were settled by various government agencies, federal and provincial. The number of workers involved in these strikes was 58,095 or more than 75 per cent of the total. Of these 119 strikes, 69 were settled by conciliation, federal in 38 cases, and provincial in 31 cases. Thirty-three were referred to various War Labour Boards, Labour Courts, etc., 13 were settled by arbitration and four by reference under the Industrial Disputes Investigation Act. In the 50 cases referred to various boards for final settlement, work was resumed following federal conciliation in 16 cases, provincial conciliation in 17 cases and direct negotiations between the parties concerned in 13 cases. Conciliation was a factor in the settlement of 102 strikes during the year, of which 54 were federal and 48 provincial.

Of the remaining 80 strikes, settlement resulted from direct negotiations between the parties in 34 cases, 39 were settled by the return of workers, six by replacement of workers and one was un-terminated at the end of the year.

Table IX shows the number of strikes, the number of workers involved and the time loss in man days by months during the last 11 years. Strike activity is usually less during the first three or four months and the last three or four months of the year than during the intervening period. During September the number of strikes, the number of workers involved and the time loss were lower than in any other month in 1944. The time loss of 800 days was less than for any month since August, 1930. Twenty-six strikes were

recorded in January and again in August and 25 in May. More workers, 22,827, were involved in strikes in May than in any other month, while June was the month of greatest time loss, 126,386 days, with August and May only slightly lower, having 120,283 days and 115,994 days respectively.

Table X is the list of strikes and lockouts in existence during the year with details as to causes, results, dates of commencement and termination, etc.

TABLE I—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1944

Year	Number beginning during the year	Strikes and Lockouts in existence during year										
		All Industries			Coal Mining			Industries other than Coal Mining				
		Number of strikes and lockouts	Number of employers	Number of workers involved	Time loss in man-working days	Number of strikes and lockouts	Number of workers involved	Time loss in man-working days	Number of strikes and lockouts	Number of workers involved	Time loss in man-working days	
1901.....	97		285	24,089	737,808	2	1,760	7,040	97	22,329	730,768	
1902.....	124		532	12,709	203,301	3	510	10,120	122	12,199	193,181	
1903.....	171		1,124	38,408	858,959	7	5,410	173,441	168	32,998	685,518	
1904.....	103		591	11,420	192,890	4	184	792	99	11,236	192,098	
1905.....	95		332	12,513	246,138	10	5,564	101,770	86	6,949	144,368	
1906.....	149		965	23,382	378,276	13	4,549	146,622	137	18,833	231,654	
1907.....	183		950	34,060	520,142	13	8,990	102,824	175	25,070	417,318	
1908.....	72		178	26,071	703,571	7	3,541	13,600	69	22,530	689,971	
1909.....	88		372	18,114	880,663	13	8,618	720,180	77	9,496	160,483	
1910.....	94		1,233	22,203	731,324	3	2,950	485,000	98	19,253	246,324	
1911.....	99		533	29,285	1,821,084	6	9,890	1,513,320	94	19,395	307,764	
1912.....	179		1,321	42,860	1,135,786	2	2,243	107,240	179	40,617	1,028,546	
1913.....	143		1,077	40,519	1,036,254	4	4,837	562,025	148	35,682	474,229	
1914.....	58		261	9,717	490,850	3	2,500	280,800	60	7,217	210,050	
1915.....	62		120	11,395	95,042	9	2,753	11,907	54	8,642	83,135	
1916.....	118		332	26,538	236,814	8	11,270	72,387	112	15,268	164,427	
1917.....	158		758	50,255	1,123,515	21	17,379	584,890	139	32,876	538,625	
1918.....	228		782	79,743	647,942	46	22,920	130,696	184	56,823	517,248	
1919.....	332		1,967	148,915	3,400,942	20	10,130	383,659	316	138,785	3,017,283	
1920.....	310		1,374	60,327	799,524	35	12,128	99,920	287	48,199	699,604	
1921.....	159		1,208	28,257	1,048,914	10	1,456	31,318	158	26,801	1,017,596	
1922.....	89		732	43,775	1,528,661	21	26,475	798,548	83	17,300	730,113	
1923.....	77		450	34,261	671,750	23	20,814	299,539	63	13,447	372,211	
1924.....	64		435	34,310	1,295,054	15	21,201	1,089,484	55	13,109	205,570	
1925.....	86		497	28,949	1,193,281	17	18,672	1,040,276	70	10,277	153,005	
1926.....	75		512	23,834	266,601	16	8,445	35,193	61	15,389	231,408	
1927.....	72		480	22,299	152,570	20	16,653	53,833	54	5,646	98,737	
1928.....	96		548	17,581	224,212	14	5,033	88,000	84	12,549	136,212	
1929.....	88		90	263	12,946	152,080	8	3,045	6,805	82	9,901	145,275
1930.....	67		338	13,768	91,797	15	6,228	24,183	52	7,540	67,614	
1931.....	86		266	10,738	204,238	9	2,129	11,523	79	8,609	192,715	
1932.....	111		417	23,390	255,000	33	8,540	132,766	83	14,850	122,234	
1933.....	122		617	26,558	317,547	21	3,028	33,019	104	23,530	284,528	
1934.....	189		1,100	45,800	574,519	26	11,461	91,459	165	34,339	453,090	
1935.....	120		719	33,269	284,028	17	6,131	61,032	103	27,138	222,986	
1936.....	155		709	34,812	276,997	22	8,655	56,766	134	26,157	220,231	
1937.....	274		630	71,905	886,393	44	15,477	112,826	234	56,428	773,567	
1938.....	142		614	20,395	148,678	25	5,054	21,366	122	15,341	127,312	
1939.....	120		243	41,038	224,588	48	31,102	111,274	74	9,936	113,514	
1940.....	166		894	60,619	266,318	65	31,223	68,734	103	29,396	197,584	
1941.....	229		658	87,091	433,914	45	38,136	109,069	186	48,955	324,845	
1942.....	352		354	492	113,916	53	19,670	66,318	301	94,246	383,884	
1943.....	401		651	218,404	1,401,198 ^b	111	59,017	204,980 ^b	294	159,387	886,218	
1944.....	195		400	75,290	490,139	46	11,180	28,507	153	64,110	461,632	
Total.....	6,398	^a 6,548	^a 29,040	^a 1,845,728	^a 28,719,504	^a 953	^a 516,951	^a 10,085,051	^a 5,598	^a 1,328,777	^a 18,634,453	

^a In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

^b Two protest strikes in Nova Scotia involved workers in various industries. The figures in these two totals do not add up to number of strikes for the year, namely 402.

TABLE II.—STRIKES AND LOCKOUTS, 1944, BY NUMBER OF WORKERS INVOLVED

Number of workers involved	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-Working days	Per cent of total
Under 10.....	6	3.0	44	0.1	96	0.0
10 and under 50.....	63	31.7	1,845	2.5	6,406	1.3
50 and under 100.....	33	16.6	2,391	3.1	5,517	1.1
100 and under 500.....	66	33.2	16,727	22.2	41,467	8.5
500 and under 1,000.....	12	6.0	8,424	11.2	12,314	2.5
1,000 and over.....	19	9.5	45,859	60.9	424,339	86.6
Total.....	199	100.0	75,290	100.0	490,139	100.0

TABLE III.—STRIKES AND LOCKOUTS, 1944, BY TIME LOSS

Number of man-working days lost	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Under 100.....	81	40.7	5,330	7.1	3,307	0.7
100 and under 500.....	65	32.6	13,425	17.8	15,457	3.2
500 and under 1,000.....	24	12.1	9,025	12.0	16,255	3.3
1,000 and under 10,000.....	24	12.1	22,898	30.4	69,620	14.2
10,000 and under 50,000.....	3	1.5	8,390	11.1	81,000	16.5
50,000 and over.....	2	1.0	16,222	21.6	304,500	62.1
Total.....	199	100.0	75,290	100.0	490,139	100.0

TABLE IV.—STRIKES AND LOCKOUTS, 1944, BY DURATION

Period of duration	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Under 5 days.....	165	82.9	46,219	61.4	68,858	14.1
5 days and under 10.....	18	9.1	2,005	2.7	13,216	2.7
10 days and under 15.....	5	2.5	6,961	9.2	73,110	14.9
15 days and under 20.....	2	1.0	13,658	18.2	233,800	47.7
20 days and under 25.....	1	0.5	15	0.0	355	0.1
25 days and over.....	3	1.5	3,075	4.1	81,900	16.7
Unterminated or carried over from previous year.....	5	2.5	3,327	4.4	18,900	3.8
Total.....	199	100.0	75,290	100.0	490,139	100.0

TABLE V.—STRIKES AND LOCKOUTS, 1944, BY PROVINCES

Province	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Nova Scotia.....	42	21.1	14,382	19.1	100,619	20.5
Prince Edward Island.....						
New Brunswick.....	10	5.0	1,007	1.3	2,850	0.6
Quebec.....	45	22.6	18,817	25.0	112,508	23.0
Ontario.....	63	31.7	31,979	42.5	261,112	53.3
Manitoba.....	4	2.0	220	0.3	573	0.1
Saskatchewan.....	1	0.5	48	0.1	24	0.0
Alberta.....	19	9.6	2,458	3.2	7,943	1.6
British Columbia.....	15	7.5	6,379	8.5	4,510	0.9
Yukon Territory.....						
Interprovincial.....						
Total.....	199	100.0	75,290	100.0	490,139	100.0

TABLE VI.—STRIKES AND LOCKOUTS, 1944, BY INDUSTRIES

Industry	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Agriculture						
Logging	2	1.0	90	0.1	145	0.0
Fishing and Trapping						
Mining, etc. (a)	49	24.6	12,044	16.0	29,371	6.0
Coal.....	46	23.1	11,180	14.9	28,507	5.8
Other.....	3	1.5	864	1.1	864	0.2
Electric Light and Power (a)						
Manufacturing	120	60.4	53,093	70.5	401,385	81.9
Vegetable foods, etc.....	2	1.0	42	0.1	160	0.0
Tobacco and liquors.....						
Rubber and its products.....	18	9.1	8,250	10.9	20,019	4.1
Animal foods.....	4	2.0	935	1.2	670	0.2
Boots and shoes (leather).....	1	0.5	17	0.0	40	0.0
Fur, leather and other animal products.....	3	1.5	212	0.3	137	0.0
Textiles, clothing, etc.....	15	7.6	5,360	7.1	35,604	7.3
Pulp, paper and paper products.....	7	3.5	1,548	2.1	9,531	1.9
Printing and publishing.....	1	0.5	34	0.1	57	0.0
Miscellaneous wood products.....	8	4.0	911	1.2	2,047	0.4
Metal products.....	42	21.1	25,395	33.7	251,116	51.2
Shipbuilding (b).....	16	8.1	10,197	13.5	81,664	16.7
Non-metallic minerals, chemicals, etc.....	3	1.5	192	0.3	340	0.1
Miscellaneous products.....						
Construction (a)	6	3.0	427	0.6	1,212	0.2
Buildings and structures.....	6	3.0	427	0.6	1,212	0.2
Railway.....						
Bridge (a).....						
Highway.....						
Canal, harbour, waterway.....						
Miscellaneous.....						
Transportation and Public Utilities	13	6.5	7,484	10.0	45,426	9.3
Steam railways.....						
Electric railways and local bus lines.....	3	1.5	7,034	9.3	44,017	9.0
Other local and highway transport.....	4	2.0	83	0.1	955	0.2
Water transport.....	3	1.5	206	0.3	339	0.1
Air transport (c).....						
Telegraph and telephones.....						
Electricity and gas (a).....	2	1.0	116	0.2	47	0.0
Miscellaneous.....	1	0.5	45	0.1	68	0.0
Trade	3	1.5	105	0.1	334	0.1
Finance						
Service	6	3.0	2,047	2.7	12,266	2.5
Public administration (a).....	2	1.0	1,763	2.3	11,028	2.3
Recreation.....						
Business and personal (d).....	4	2.0	284	0.4	1,238	0.2
Total	199	100.0	75,290	100.0	490,139	100.0

(a) Non-ferrous smelting is included with Mining; Electric Light and Power does not include undertakings mainly public utilities; erection of all large bridges is under Bridge Construction; water service is under Public Administration.

(b) Shipbuilding was included prior to 1942 under Construction; very few strikes occurred in Shipbuilding between 1921 and 1941.

(c) No Air Transport group prior to 1943 as there were no strikes.

(d) Custom and Repair group is included in Business and Personal for the first time.

TABLE VII.—STRIKES AND LOCKOUTS, 1944, BY CAUSES AND RESULTS

Cause or object	In favour of workers		In favour of employers		Compromise or partially successful		Indefinite or Unterminated		Total	
	Strikes and lockouts	Time loss in man- working days	Strikes and lockouts	Time loss in man- working days	Strikes and lockouts	Time loss in man- working days	Strikes and lockouts	Time loss in man- working days	Strikes and lockouts	Time loss in man- working days
Wages—										
Increase in wages (a).....	10	1,725	26	3,393	14	4,536	3	1,417	53	4,236
Decrease in wages.....	1	161			1	275	1	161	2	80
Increase in wages and reduced hours.....	1	905	1	30					3	445
Increase in wages and other changes.....	3	107			4	32,270			7	3,300
Hours of Labour—										
Reduced hours.....	1	34							1	34
Increased hours.....										
Other causes affecting wages and working conditions (b).....	15	2,121	36	8,061	10	14,587			61	12,643
Unionism—										
Recognition of union (c).....	7	938	2	89	3	510			12	2,448
Employment of union members only (d).....	4	1,302	3	465	3	610			12	9,256
Discharge of workers for union activity or membership.....	1	90	3	2,152	1	845			5	2,339
Union jurisdiction (f).....			1	227		70			1	227
To secure or maintain union wages and working conditions.....	1	120							2	444
Other union questions.....					1	324			2	16,222
Discharge of workers (g) (h).....	8	3,214	12	2,112	7	6,298			27	8,778
Employment of particular persons (g).....	2	1,599	3	1,345	1	581			6	3,034
Sympathetic.....					1	54			2	225
Unclassified.....	3	2,426							3	2,426
Total.....	57	14,742	88	18,528	48	28,366	6	8,578	199	48,316
										75,290
										490,139

(a) Including cost-of-living bonus.

(b) Including vacations with pay.

(c) Inter-union dispute caused one strike, involving 1,135 workers and caused a time loss of 600 man-working days.

(d) Inter-union dispute caused one strike, involving 1,800 workers and caused a time loss of 450 man-working days.

(f) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.

(g) Other than in connection with union questions.

(h) Including suspension and refusal to reinstate.

TABLE VIII.—STRIKES AND LOCKOUTS, 1944, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations between parties		Conciliation or mediation		Reference to War Labour Boards, Labour Courts, etc.		Arbitration		Reference under IDI Act		Return of workers		Replacement of workers		Indefinite or unterminated		Total	
	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers
Agriculture.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Logging.....	.....	1	30	1	60	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Fishing and Trapping.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mining, etc.	12	1,542	15	6,416	4	1,629	1	200	2	345	16	2,231	.....	.....	.....	.....	.....	.....
Manufacturing	18	3,919	45	12,851	21	21,407	9	5,628	2	345	21	8,767	4	206	.....	.....	.....	.....
Clothing, textiles and leather (a).....	4	541	10	771	1	17	4	4,260	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Metal.....	6	2,165	10	3,052	6	14,005	2	619	1	300	17	5,224	.....	.....	.....	.....	.....	.....
Shipbuilding (b).....	1	250	6	2,875	3	3,198	1	227	.....	.....	3	3,530	2	117	.....	.....	.....	.....
Other.....	7	933	19	6,153	11	4,187	2	522	1	15	1	13	2	89	.....	.....	.....	.....
Construction.....	.....	.....	4	413	1	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Transportation and Public Utilities	2	57	2	40	5	7,098	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Trade	1	13	1	35	.....	.....	1	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Finance.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	1	200	1	39	1	19	2	1,763	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Miscellaneous.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	34	5,731	(c) 69	19,824	(d)(e) 33	30,220	(f) 13	7,648	(g) 4	403	39	11,199	6	239	1	26	199	75,290

(a) Textiles, clothing, etc., furs, leather and other animal products; boots and shoes, leather.
 (b) Shipbuilding was included prior to 1942 under Construction; there were very few strikes in shipbuilding between 1921 and 1941.
 (c) Federal in 30 cases; provincial, 31; National Selective Service, 2.
 (d) Preceded by conciliation in 19 cases (federal, 10; provincial, 9) and negotiations in 10 cases.
 (e) Referred to Provincial Supreme Court in one case and federal government assumed control in one case.
 (f) Preceded by conciliation in 10 cases (federal, 4; provincial, 6) and negotiations in 3 cases.
 (g) Preceded by conciliation (federal, 2; provincial, 2).

TABLE IX—STRIKES AND LOCKOUTS, 1934-1944, BY MONTHS

Month	Number of strikes and lockouts beginning in month										
	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
January.....	23	10	4	13	18	10	5	12	12	32	22
February.....	15	2	8	11	7	5	11	6	20	27	18
March.....	20	8	15	19	12	4	10	12	14	25	11
April.....	13	10	10	32	10	6	15	30	17	35	12
May.....	23	20	10	29	9	11	19	30	28	35	24
June.....	18	9	12	27	17	8	12	28	50	53	22
July.....	22	19	11	33	11	9	21	26	61	33	22
August.....	18	10	29	31	17	17	20	28	53	46	22
September.....	10	12	17	25	6	14	13	24	35	35	9
October.....	13	8	15	22	25	21	21	18	25	36	14
November.....	11	10	11	22	5	8	10	8	25	24	10
December.....	3	2	13	10	5	7	9	7	12	20	9
Year.....	189	120	155	274	142	120	166	229	352	401	195

Month	Number of strikes and lockouts in existence during month										
	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
January.....	25	10	5	17	23	12	7	14	14	33	26
February.....	24	8	8	18	9	8	13	9	21	31	20
March.....	29	13	15	21	14	7	12	13	18	27	14
April.....	22	14	17	37	14	6	19	35	20	37	12
May.....	32	25	14	46	15	13	23	34	32	40	25
June.....	24	15	15	41	22	13	14	32	55	59	23
July.....	32	26	13	41	16	10	21	29	68	39	23
August.....	31	18	36	43	22	18	22	35	59	50	26
September.....	20	18	27	32	15	17	15	29	43	38	9
October.....	19	16	19	32	32	27	22	23	26	38	14
November.....	15	16	17	27	9	14	13	12	26	28	12
December.....	8	8	20	17	8	12	10	9	15	22	11
Year.....	*191	*120	*156	*278	*147	*122	*168	*231	*354	*402	*199

Month	Number of workers involved in new strikes and lockouts										
	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
January.....	5,546	4,832	175	4,820	2,042	1,164	732	1,610	852	19,740	4,839
February.....	3,896	34	3,071	856	1,547	1,818	2,599	1,618	1,507	2,611	8,737
March.....	4,755	2,989	2,872	5,586	2,103	424	1,775	1,108	3,432	16,688	1,612
April.....	1,420	2,564	999	11,696	2,795	315	12,629	20,004	7,272	32,292	14,384
May.....	2,179	4,235	3,658	6,035	1,090	3,519	8,327	5,462	5,512	7,210	9,481
June.....	2,980	4,740	956	3,688	1,897	1,746	4,826	6,918	15,740	21,765	5,840
July.....	9,410	3,232	4,048	5,624	1,012	4,415	8,563	21,500	17,048	14,205	9,229
August.....	7,445	5,143	9,576	15,315	2,134	10,623	6,894	8,878	20,156	35,346	9,086
September.....	2,192	3,852	4,187	5,558	915	7,434	2,746	8,352	12,875	9,797	1,024
October.....	4,804	676	1,794	4,849	2,494	5,649	8,102	4,718	6,062	6,092	4,260
November.....	921	737	1,076	4,297	407	2,920	2,339	3,769	20,262	17,459	1,380
December.....	62	235	2,350	2,216	133	839	903	3,088	1,185	35,049	2,117
Year.....	45,610	33,269	34,762	70,540	18,569	40,866	60,435	87,025	111,903	218,284	71,989

Month	Number of workers involved in all strikes and lockouts in existence										
	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
January.....	5,736	4,832	225	6,185	3,868	1,336	916	1,676	2,865	19,860	8,140
February.....	4,910	1,551	3,071	2,236	1,627	2,622	3,041	1,819	3,007	5,239	8,782
March.....	7,098	3,303	2,872	5,826	2,258	1,598	1,981	1,189	3,777	16,993	1,669
April.....	5,368	4,429	1,909	12,771	2,871	315	13,339	20,460	7,483	32,496	14,384
May.....	5,950	5,923	3,928	10,393	1,741	3,728	8,590	5,975	6,507	15,306	22,827
June.....	3,184	5,531	1,060	7,531	2,516	2,355	6,837	7,547	16,275	23,321	5,980
July.....	11,463	6,339	4,082	7,083	1,428	4,420	8,563	22,170	21,736	15,679	9,571
August.....	13,263	5,684	9,864	18,556	2,375	11,823	6,923	13,314	21,434	35,645	12,585
September.....	5,572	4,303	6,554	7,521	2,132	8,190	3,057	10,773	13,357	10,305	1,024
October.....	5,993	2,360	2,158	6,571	3,233	6,496	8,130	5,511	6,107	6,361	4,260
November.....	1,896	1,113	1,768	6,277	675	4,863	3,657	4,740	20,439	18,172	1,662
December.....	340	431	2,995	3,851	267	1,666	953	5,688	1,488	35,227	2,312
Year.....	*45,800	*33,269	*34,812	*71,905	*20,395	*41,038	*60,619	*87,091	*113,916	*218,404	*75,290

Month	Time loss in man-working days for all strikes and lockouts in existence										
	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
January.....	44,142	22,105	999	64,850	29,287	10,472	5,962	3,508	46,635	166,715	23,658
February.....	30,169	16,315	20,577	17,347	3,575	24,098	12,749	7,126	24,141	24,301	39,888
March.....	88,642	12,844	17,144	34,345	9,391	9,982	14,940	3,670	21,602	30,822	2,834
April.....	72,146	19,472	14,424	124,039	16,449	1,361	64,914	77,036	20,869	103,936	115,994
May.....	31,284	33,024	28,712	53,818	12,589	16,732	51,122	22,397	17,780	47,229	126,386
June.....	31,689	42,140	3,310	60,322	12,672	8,616	38,827	39,284	41,593	142,917	9,528
July.....	71,763	52,118	44,987	67,587	9,768	12,445	21,186	48,859	53,498	65,632	26,023
August.....	75,660	29,588	72,034	296,676	12,745	32,298	13,821	33,569	49,951	240,493	120,283
September.....	59,490	26,506	33,577	41,288	16,268	17,546	6,476	82,463	37,808	37,598	800
October.....	50,244	17,983	11,644	50,616	17,295	33,724	17,949	19,693	26,926	25,639	7,139
November.....	17,415	8,781	13,344	42,007	6,409	36,351	15,222	41,764	103,355	103,566	5,080
December.....	1,875	3,152	16,245	33,498	2,230	20,963	3,150	54,545	6,044	52,350	12,526
Year.....	574,519	284,028	276,997	886,393	148,678	224,568	266,318	433,914	450,202	1,041,198	490,139

* These figures relate only to the actual number of strikes and lockouts in existence and the workers involved during year, not being a summation in each case of the monthly figures.

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers (a)	Workers		
LOGGING— Teamsters and loaders. Longshoremen.	Timmins, Ont.	For increased wages, piece rates.	Conciliation, NSS (b)	Employer.	Feb. 23	Feb. 24	1	30	30	1
	Campbellton, N.B.	For increased wages.	Conciliation, federal, and joint application to RWLB (b)	Employer and Workers.	Sept. 19	Sept. 20	1	60	115	13
								90	145	
MINING— Coal miners.	Springhill, N.S.	Against suspension of three officials for insubordination	Conciliation, provincial and federal	Compromise, three officials at other work	Dec. 29, 1943	Jan. 7	3	1,500	6,000	4
		Against increase of 50c. per ton in miners domestic coal	Conciliation, federal	Employer.	Jan. 3	Jan. 4	1	750	1,000	13
		For test of man trip following accident	Return of workers	Employer.	Jan. 7	Jan. 7	1	250	250	1
		For a signed union agreement	Conciliation, federal, and return of workers pending negotiations	Workers.	Jan. 12	Jan. 12	1	44	44	1
		For transportation from mine before regular time	Negotiations	Employer.	Jan. 14	Jan. 17	1	43*	86	2
		Against reduction in number of machine cutters when long wall shortened	Negotiations	Employer.	Jan. 14	Jan. 17	1	175	175	1
		For payment of wage increases as directed by NWLB (b)	Conciliation, federal, and return of workers pending settlement	Workers.	Jan. 27	Jan. 31	1	18	36	2
		Against call-up of medical doctor for military service	Conciliation, federal, and return of workers pending settlement	Workers.	Feb. 1	Feb. 2	2	688	688	1
		Against dismissal of a miner for quitting work early.	Conciliation, federal, and return of workers pending reference to NSS	Employer.	Feb. 4	Feb. 5	1	264	264	1
		For a new local contract with increased wages.	Conciliation, federal, and return of workers pending negotiations.	Employer.	Feb. 14	Feb. 18	1	23*2	75	33
		Against transfer of two miners from shift work to coal face	Conciliation, federal, and return of workers pending investigation	Employer.	Feb. 18	Feb. 21	1	436	600	2
		For rotation of work on duckbill machine	Conciliation, federal.	Employer, permanent crew appointed.	Feb. 24	Mar. 9	1	12	72	6
		For improved boarding house and working conditions.	Negotiations	Workers.	Mar. 1	Mar. 13	1	53	530	10
		Misunderstanding re order given by mine manager resulting in man trip operator going home	Return of workers	Employer.	Mar. 10	Mar. 11	1	115	115	1
		For union recognition and wage adjustments	Conciliation, federal, and reference to WLB (b)	Compromise, union agreement secured	Mar. 11	Mar. 14	1	69	138	2

Coal miners.....	Stellarton, N.S.....	Against deductions from pay of 14 miners who quit work before end of Saturday afternoon shift.	Return of workers.....	Employer.....	Mar. 11.....	Mar. 14.....	1	138	167	13
Coal miners, brushers..	Florence, N.S.....	Against dismissal of three miners for refusal to build packs	Conciliation, federal, and reference to Joint Adjustment Board	Workers.....	April 12.....	April 13.....	1	50	50	1
Coal miners.....	Gardiner Mines, N.S.....	Re working conditions (dirty coal left on bottom)	Return of workers.....	Employer.....	May 5.....	May 7.....	1	53*	53	1
Coal miners.....	Coalburn, N.S.....	Against delay in payment of retro-active wage increase	Conciliation, federal.....	Workers.....	May 8.....	May 9.....	1	100	100	1
Coal miners, loaders...	Glace Bay, N.S.....	Against proposed change in rate for cleaning off wall	Return of workers.....	Employer.....	May 30.....	May 31.....	1	39*	39	1
Coal miners.....	River Hebert, N.S.	For re-employment of ex-service man at surface work	Conciliation, federal.....	Workers.....	May 30.....	June 2.....	1	140	560	4
Nickel miners.....	Sudbury, Ont.....	For reinstatement of shift boss, demoted for infraction of company rules	Return of workers pending further negotiations	Employer, transferred to another mine	June 1.....	June 2.....	1	556	556	1
Coal miners.....	Minto, N.B.....	Against deductions from wages of machine cutters for failure to produce four foot cut as per agreement	Return of workers.....	Employer.....	June 27.....	June 28.....	1	44	44	1
Coal miners.....	New Zion, N.B.....	Against discontinuance of wage increase	Negotiations and reference to N.W.L.B.	Workers.....	July 3.....	July 13.....	1	22	198	9
Coal miners.....	Stellarton, N.S.....	Cancellation, due to general misuse, of privilege to coal handlers to leave mine when work completed.	Conciliation, federal, and reference to workers pending negotiations	Compromise, to continue provisionally	July 4.....	July 6.....	3	1,083	2,400	23
Coal miners.....	Cadomin, Alta.....	To secure services of a medical doctor for the district.	Negotiations.....	Workers, a doctor released from Armed Services.	July 10.....	July 12.....	1	250	500	2
Coal miners.....	Glace Bay, N.S.....	Protesting refusal to give data! work to contract miner allegedly physically unfit.	Conciliation, federal, and reference to Medical Board.	Employer, miner placed at another colliery.	July 17.....	July 20.....	2	1,488	4,464	3
Coal miners, loaders..	Glace Bay, N.S.....	For guaranteed average wage for one day, following mishap.	Return of workers.....	Employer.....	July 20.....	July 21.....	1	88*	88	1
Coal miners.....	Stellarton, N.S.....	Against deductions from wages of two miners for quitting work before end of shift	Return of workers.....	Employer.....	July 25.....	July 25.....	1	41	41	1
Coal miners.....	Stellarton, N.S.....	Misunderstanding between mine examiner and mine manager over safety regulations and suspension of man-trip driver	Conciliation, federal, and investigation by Deputy Minister of Mines for Nova Scotia.	Workers, driver reinstated and certain improvements in working conditions made	July 29.....	Aug. 3.....	3	1,146	3,500	43
Coal miners.....	Stellarton, N.S.....	Rumor that miners at another colliery were on strike	Return of workers.....	Employer.....	Aug. 7.....	Aug. 7.....	1	54	54	1
Coal miners.....	Glace Bay, N.S.....	Protesting failure of certain miners to report for work on Friday nights.	Return of workers.....	Employer.....	Aug. 21.....	Aug. 22.....	1	48*	48	1
Coal miners.....	River Hebert, N.S.	Alleged discrimination in lay-off of miners due to lack of work caused by fault in rock	Negotiations.....	Employer.....	Aug. 21.....	Aug. 23.....	1	130	260	2
Coal miners.....	Kaydee, Alta.....	For payment for two weeks' vacation	Negotiations.....	Workers.....	Aug. 21.....	Aug. 24.....	2	49	147	3
Coal miners.....	Kaydee, Alta.....	Against dismissal of two miners for alleged incompetence	Negotiations.....	Workers.....	Aug. 22.....	Aug. 28.....	1	51	255	5

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time loss in man- working days	Duration in working days
							Employ- ers (a)	Workers		
MINING—Con.										
Coal miners.....	Drumbeller, Alta.....	For delivery of pay statements to wash house	Negotiations.....	Workers.....	Sept. 8.....	Sept. 9.....	1	87	1	
Coal miners.....	Stellarton, N.S.....	In protest against one miner with wet clothes quitting work without notifying his helper	Return of workers.....	Employer.....	Sept. 15.....	Sept. 16.....	1	37	1	
Coal miners.....	Florence, N.S.....	Refusal of onsets to repair main haulage rope	Return of workers.....	Employer.....	Sept. 18.....	Sept. 19.....	1	225	3	
Coal miners.....	Belleveue, Alta.....	For transportation between office and bus garage	Negotiations.....	Compromise, bus to return miners to office	Sept. 21.....	Sept. 22.....	1	19	1	
Coal miners.....	Cambria, Alta.....	For re-measurement of five disputed places affecting payment for impurities in coal seam	Negotiations.....	Workers.....	Sept. 23.....	Sept. 25.....	1	100	1	
Coal miners.....	Nacmine, Alta.....	Protesting alleged improper cleaning of undercuts.	Return of workers.....	Employer.....	Oct. 18.....	Oct. 19.....	1	193	1	
Coal miners.....	Midlandvale, Alta.....	Interpretation of clause in agreement re payment for loading bone in entries and narrow places	Conciliation, federal, and reference to impartial chairman	Employer.....	Oct. 20.....	Nov. 3.....	1	2,400	12	
Coal miners.....	Drumbeller, Alta.....	For payment for travelling time when moving coal cutting machines from one place to another	Return of workers.....	Employer.....	Oct. 23.....	Oct. 24.....	1	120	1	
Coal miners.....	River Hebert, N.S.....	For payment for time lost following mechanical breakdown	Conciliation, federal.....	Workers.....	Oct. 24.....	Oct. 31.....	1	910	7	
Coal miners.....	Three Hills, Alta.....	Against dismissal of blacksmith for absenteeism	Negotiations.....	Compromise, blacksmith reinstated on probation	Oct. 25.....	Oct. 26.....	1	29	1	
Coal miners.....	Midlandvale, Alta.....	Re number of miners from whom drivers to haul coal and for lunch period for surface workers on company time	Conciliation, federal, and return of workers pending settlement	Compromise.....	Oct. 25.....	Nov. 3.....	1	656	8	
Coal miners.....	Belleveue, Alta.....	Protesting delay of man-trip in taking men from mine	Return of workers.....	Employer.....	Oct. 27.....	Oct. 28.....	1	300	1	
Coal miners.....	Glace Bay, N.S.....	Re working conditions (building chocks and shovelling coal from behind chocks)	Return of workers.....	Employer.....	Nov. 9.....	Nov. 13.....	1	148	2	
Coal miners.....	Robb, Alta.....	For adjustment of contract rates on development work	Unterminated.....	.....	Dec. 5.....	.....	1	550	22
							12,044	29,371		
MANUFACTURING—										
<i>Vegetable Foods, etc.—</i>										
Bakery workers.....	Montreal, P.Q.....	For union recognition and guaranteed minimum wages	Replacement and return of workers	Employer.....	Jan. 8.....	Jan. 18.....	1	110	8	
Egg breakers.....	Trenton, Ont.....	For increased wages and improved working conditions	Conciliation, federal, and joint application to RWLB	Workers.....	Feb. 28.....	Mar. 1.....	1	50	11	
							42	160		

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time lost in part-working days	Duration in part-working days
							Employers (a)	Workers		
MANUFACTURING—										
<i>Animal Foods—</i>										
Fish packing plant workers	Pictou, N.S.	Against tax deductions from wages	Negotiations.....	Employer.....	June 5.....	June 5.....	1	30*12	20	3
Packing plant workers	Montreal, P.Q.	For increased wages.	Conciliation, provincial, and reference to RWLB	Workers.....	Aug. 1.....	Aug. 2.....	1	40	40	1
Packing plant workers	St. Boniface, Man.	For overtime for one worker and to have another worker moved	Conciliation, federal and provincial	Employer.....	Oct. 4.....	Oct. 7.....	1	65*13	160	2½
Packing plant workers	Toronto, Ont.	Against dismissal of worker for failure to carry out foreman's order	Conciliation, federal.....	Workers.....	Oct. 27.....	Oct. 28.....	1	800*16	450	1
<i>Boots and Shoes (Leather)—</i>										
Shoe factory workers	Quebec, P.Q.	For increased wages, piece rates...	Conciliation, provincial; further investigation and reference to RWLB	Compromise.....	Aug. 4.....	Aug. 9.....	1	17*15	40	2½
<i>Fur and Leather Products—</i>										
Fur factory workers	Toronto, Ont.	Against alleged signing of agreement with another union.	Conciliation, provincial.....	Workers.....	June 5.....	June 6.....	1	9	9	1
Leather factory workers	Barrie, Ont.	For increased wages.....	Negotiations.....	Compromise, production bonus granted	June 22.....	June 26.....	1	18	35	2
Tannery workers.....	Oshawa, Ont.	For payment of retroactive wage increase approved by RWLB following joint application	Negotiations.....	Workers.....	Nov. 30.....	Dec. 1.....	1	185	93	1
<i>Textiles, Clothing, etc.—</i>										
Knitting factory workers	Toronto, Ont.	Against working with three non-union workers	Conciliation, federal.....	Workers, three girls paid union dues	Jan. 18.....	Jan. 19.....	1	100	33	1
Knitting factory workers	Toronto, Ont.	Re division of work and other grievances	Conciliation, federal, and return of workers pending settlement	Compromise.....	Feb. 1.....	Feb. 1.....	1	18	9	1
Men's clothing factory workers	Montreal, P.Q.	For increased wages and revision of insurance provisions in agreement	Conciliation, federal and provincial, and reference to arbitration	Compromise, some increases approved and insurance provisions adopted	Feb. 1.....	Feb. 15.....	85	2,690	30,000	12

Men's clothing factory workers	Joliette, P. Q.	For increased wages and revision of insurance provisions in agreement	Conciliation, provincial, and reference to arbitration	Compromise, some increases approved and insurance provisions adopted	Feb. 2	Feb. 7	1	93	250	21
Knitting factory workers	Toronto, Ont.	For increased wages for certain workers	Conciliation, federal, and reference to arbitration	Partially successful	Feb. 9	Feb. 21	1	18	180	10
Cotton factory workers	Cornwall, Ont.	Against change in time of payment of wages	Negotiations	Compromise	Mar. 3	Mar. 6	1	88	88	1
Silk factory workers	Hull, P. Q.	Against change from piece work to hourly rates of pay	Conciliation, provincial	Employer	Mar. 23	Mar. 31	1	18	100	7
Textile factory workers	Milktown, N. B.	Against working under overseer transferred from another department	Conciliation, federal	Employer	April 27	April 29	1	36*16	72	2
Cotton factory workers	Cornwall, Ont.	Against working under a certain section hand	Conciliation, federal, and reference to arbitration	Workers, section hand given another job	May 8	May 10	3	1,459	2,500	2
Knitting factory workers, cutters	Marieville, P. Q.	Against wage rates established by N.W.L.B.	Conciliation, provincial	Employer	June 5	June 13	1	6	35	6½
Hat factory workers	Guelph, Ont.	Failure of one worker to pay union dues	Conciliation, provincial	Employer	July 28	Aug. 7	1	12	85	7½
Hosiery factory workers	Drummondville, P. Q.	Against change in payment for time set for cleaning machines	Conciliation, provincial	Workers	Oct. 2	Oct. 3	1	77*17	77	1
Textile factory workers	Lachute Mills, P. Q.	For revision of efficiency bonus to maintain earnings following installation of automatic piece work counters	Conciliation, federal, and provincial, and return of workers pending settlement	Workers	Nov. 1	Nov. 6	1	325	740	2½
Felt hat factory workers	Montreal, P. Q.	For union shop and check-off in new agreement as recommended by Provincial Conciliation Board	Conciliation, provincial	Compromise, check-off clause agreed to	Nov. 20	Nov. 27	1	170	835	5½
Canvas factory workers	Montreal, P. Q.	Against dismissal of plant superintendent	Negotiations	Workers	Dec. 15	Dec. 18	1	250	500	2
<i>Print, Paper and Paper Products—</i>								5,360	35,604	
Paper products factory workers	Lachute Mills, P. Q.	Against dismissal of two workers for being absent without cause	Conciliation, federal	Employer	Jan. 7	Jan. 7	1	40	10	1
Paper mill workers	St. Jerome, P. Q.	Against suspension of three workers and time study of operations	Conciliation, provincial, and reference to arbitration	Compromise, two workers reinstated on probation and time study to continue; see strike June 15	May 9	May 11	1	351	468	1½
Paper mill workers	Mont Rolland, P. Q.	In sympathy with strikers at St. Jerome and refusal of worker to join union	Conciliation, provincial, and reference to arbitration	Compromise, worker joined union	June 15	June 26	1	171*18	1,450	8½
Paper mill workers	St. Jerome, P. Q.	For reinstatement of worker, see strike May 9	Conciliation, provincial	Workers	June 15	July 6	1	342*19	5,800	17
Paper products factory workers	Chambly, P. Q.	For increased wages	Conciliation, provincial	Employer	July 3	July 5	1	14	28	2
Paper mill workers	Ottawa, Ont.	For improved ventilation in machine rooms	Conciliation, provincial	Workers	July 7	July 11	1	600	1,500	2½
Paper mill workers	Strathcona, Ont.	For reduced hours and increased wages	Conciliation, provincial	Employer	Nov. 10	Nov. 22	1	30	275	9½
								1,548	9,531	

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Employers (a)	Workers		
MANUFACTURING—										
<i>Con.</i>										
<i>Printing and Publishing—</i> Pressmen and binders	Montreal, P.Q.	For reduced hours from 44 to 40 per week, without reduction in earnings	Negotiations and further reference to RWLB	Workers.....	Sept. 11.....	Sept. 12.....	1	34	57	1½
<i>Miscellaneous Wood Products—</i>								34	57	
Furniture factory	Montreal, P.Q.	For union recognition.....	Conciliation, provincial....	Workers.....	April 26.....	May 1.....	1	90	360	4
Wood veneer factory	Saint John, N.B.	Against dismissal of five workers for refusal to transfer to another department	Conciliation, federal, and reference to WLRB (Provincial) (b)	Compromise, and three workers reinstated to work where required	May 16.....	May 17.....	1	450	450	1
Box factory workers.	Whitby, Ont.	Against dismissal of foreman for alleged failure to co-operate with superiors	Negotiations.....	Employer.....	June 6.....	June 7.....	1	38	25	¾
Furniture factory	Montreal, P.Q.	Against dismissal of two workers allegedly for union activity	Conciliation, provincial....	Workers.....	July 31.....	Aug. 3.....	1	90	135	1½
Furniture factory	Owen Sound, Ont.	Against employment of three non-union workers as provided in agreement	Conciliation, provincial, and return of workers pending settlement	Workers.....	Sept. 7.....	Sept. 9.....	1	80	130	1½
Wood factory workers	Mendford, Ont.	Alleged discrimination against union members in layoff of workers	Conciliation, provincial, and reference to IDI Commissioner	Employer.....	Nov. 8.....	Dec. 6.....	1	15	355	23
Furniture factory	Victoria, P.Q.	Against re-employment of worker dismissed for absenteeism	Conciliation, provincial, and return of workers pending settlement	Compromise, worker given leave of absence on medical grounds	Dec. 6.....	Dec. 12.....	1	90	360	4
Sawmill workers.....	Slave Lake, Alta.	Misunderstanding re order given by foreman	Conciliation, provincial....	Compromise.....	Dec. 26.....	Dec. 30.....	1	58	232	4
<i>Metal Products—</i>								911	2,047	
Freight car factory	Trenton, N.S.	For increased wages, check rates..	Conciliation, provincial, and return of workers pending negotiations	Employer.....	Jan. 15.....	Jan. 17.....	1	223	223	1
Steel mill workers, coke oven men	Sydney, N.S.	Against layoff of six workers.....	Conciliation, federal, and return of workers pending investigation	Workers.....	Jan. 19.....	Jan. 19.....	1	325*250	325	1

Freight car workers.	Trenton, N.S.	For increased incentive bonus.	Conciliation, provincial, and return of workers pending negotiations	Compromise.	Jan. 20.....	Jan. 24.....	1	22*21	50	2½
Aircraft parts workers	Vancouver, B.C.	Alleged discrimination against union members in lay-off of six workers	Return of workers.	Employer, lay-off due to reduced production	Jan. 24.....	Jan. 24.....	1	337	40	½
Motor vehicle workers	Windsor, Ont.	For settlement of various grievances	Conciliation, federal, and return of workers pending negotiations	Employer.	Jan. 26.....	Jan. 31.....	1	347	1,041	3
Aircraft factory workers	Malton, Ont.	Against wearing certain type of safety cap	Negotiations	Workers, girls to wear hair protection of their own choice	Jan. 28.....	Jan. 28.....	1	200	13	1/16
Steel mill workers, maintenance men	Sault Ste. Marie, Ont.	For time and one-half for work on Sunday irrespective of number of shifts worked during week	Return of workers pending reference to N.W.L.B.	Employer.	Mar. 25.....	Mar. 27.....	1	165	300	2
Automotive parts factory workers	Point Edward, Ont.	For a signed union agreement.	Conciliation, federal, and return of workers pending further negotiations	Workers.	Mar. 27.....	Mar. 29.....	1	475*22	800	1½
Motor vehicle factory workers	Windsor, Ont.	Interpretation of grievance procedure in agreement	Reference to W.L.R.B. (National)	Compromise.	April 20.....	May 11.....	3	13,346	228,000	17
Motor vehicle factory workers	Chatham, Ont.	Against decision of R.W.L.B. re wage increase	Return of workers.	Employer.	April 27.....	April 27.....	1	487	250	½
Motor vehicle factory workers	Oshawa, Ont.	For increased rates for domestic trucks	Negotiations and time study of operations	Compromise, two extra workers employed for one group	May 5.....	May 8.....	1	1,600	1,000	1
Freight car workers	Trenton, N.S.	Against dismissal of four workers for inefficiency	Return of workers.	Employer.	May 6.....	May 8.....	1	48*23	24	½
Freight car workers	Trenton, N.S.	Misunderstanding of one worker re payment of check time	Return of workers.	Employer.	May 8.....	May 10.....	1	196	294	1½
Freight car workers	Trenton, N.S.	For adjustments in wage rates following reduction in quota of cars per day	Return of workers.	Employer.	May 27.....	May 30.....	1	185*24	278	1½
Freight car workers	Trenton, N.S.	For adjustments in wage rates following reduction in quota of cars per day	Return of workers.	Employer.	June 2.....	June 5.....	1	185*25	370	2
Foundry workers, moulders	Moneton, N.B.	Moulding sand alleged to be improperly re-worked	Return of workers.	Employer.	June 3.....	June 5.....	1	19*26	19	1
Munitions factory workers	Oshawa, Ont.	Alleged violation of seniority in promotion of female worker	Negotiations and reference to arbitration	Employer.	June 9.....	June 9.....	1	402	125	½
Foundry workers	Owen Sound, Ont.	To have wage increase approved by R.W.L.B. made retroactive to Jan. 1, instead of June 1	Return of workers.	Employer.	June 12.....	June 13.....	1	60	30	½
Munitions factory workers	Sarnia, Ont.	For maintenance-of-membership clause in agreement	Conciliation, provincial, and reference to arbitration	Compromise, qualified maintenance-of-membership clause secured	June 21.....	June 23.....	1	217	350	1½
Steel mill workers, truck drivers	Sault Ste. Marie, Ont.	Refusal to load trucks with materials requiring use of picks and shovels	Negotiations.	Workers, maintenance equipment to be used	June 26.....	June 28.....	1	12	25	2
Munitions factory workers	Windsor, Ont.	Against lay-off of workers due to reduced production	Return of workers.	Employer.	June 29.....	June 30.....	1	300*27	150	½

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time loss in man- working days	Duration in working days
							Employ- ers (a)	Workers		
MANUFACTURING— Con.										
<i>Metal Products—Con.</i> Metal factory work- ers	Owen Sound, Ont.	Refusal of NWLB to approve appeal for increased wages dis- allowed by RWLB	Return of workers	Employer	July 10	July 11	1	520	325	2
Motor vehicle factory workers	Oshawa, Ont.	Refusal of NWLB to approve appeal for increased wages dis- allowed by RWLB	Return of workers	Employer	July 10	July 11	1	280 ²⁵	280	1
Farm implement factory workers	Winnipeg, Man.	Alleged delay in negotiations for a new agreement	Conciliation, federal	Workers, agree- ment secured	July 10	July 11	1	75	75	1
Machinists	Sydney, N.S.	To compel foreman-blacksmith to join union	Negotiations	Employer, desig- nated as fore- man	July 10	July 11	1	23	15	2
Freight car factory workers	Trenton, N.S.	Protesting resignation of charge hand because of removal of one of his men to another department	Return of workers	Employer	July 20	July 21	1	371 ²⁵	350	1
Moulders	Oshawa, Ont.	For increased wages, piece rates...	Conciliation, federal, recheck of operations and further reference to NWLB	Employer	Aug. 1	Aug. 4	1	47	120	2
Metal factory workers	Windsor, Ont.	For settlement of various griev- ances	Conciliation, provincial...	Employer	Aug. 2	Aug. 7	1	463	1,500	3
Metal factory workers	Guelph, Ont.	Alleged delay of RWLB in dealing with application for increased wages	Return of workers pending decision of RWLB	Employer	Aug. 11	Aug. 14	1	360	200	2
Foundry workers	Smith's Falls, Ont.	For increased wages	Negotiations and return of workers pending decision of RWLB	Compromise	Aug. 15	Aug. 16	1	52	52	1
Metal factory workers	Sarnia, Ont.	For observance of seniority in re- ducing staff and adjustment of piece work rates	Conciliation, federal, and investigation re wage rates	Compromise	Aug. 16	Aug. 18	1	324	575	2
Steel mill workers	Trenton, N.S.	Refusal of worker to join union...	Conciliation, federal	Workers, worker resigned and secured work elsewhere	Aug. 17	Aug. 21	1	302	600	2
Foundry workers	Sackville, N.B.	For payment for a week's vacation taken arbitrarily	Negotiations	Workers	Aug. 21	Aug. 29	2	315	1,890	6
Steel mill workers	Trenton, N.S.	Against increased weight of axle billets	Return of workers pending further negotiations	Compromise, re- duction made in daily quota	Aug. 21	Aug. 31	1	45 ³⁰	405	9
Steel products factory workers	Chatham, Ont.	For union shop and check-off in new agreement	Conciliation, federal, and return of workers pend- ing negotiations; later referred to IDI (b) Board	Compromise, Board recom- mended checkoff	Oct. 13	Oct. 17	1	300	525	1

Automotive parts factory workers, supervisors	Sarnia, Ont.	For increased wages	Conciliation, provincial, and return of workers pending decision of RWLB	Indefinite, settlement not reached by the end of the year	Oct. 23	Oct. 23	1	35	18
Steel mill workers, maintenance men	Sault Ste. Marie, Ont.	For construction instead of maintenance rates for certain work	Return of workers	Employer	Oct. 27	Oct. 28	1	129	65
Steel mill workers	Sault Ste. Marie, Ont.	To hold meeting to discuss decision of RWLB re restoration of wage differentials	Return of workers	Employer	Oct. 29	Oct. 30	1	1,800	1,800
Foundry workers	L'Islet Station, P.Q.	Protest against change in management	Return of workers	Employer	Nov. 18	Dec. 30 (c)	1	180	4,500
Motor vehicle factory workers	Windsor, Ont.	Against dismissal of worker for insubordination	Return of workers	Employer	Dec. 5	Dec. 6	1	45*31	14
Metal factory workers	Windsor, Ont.	Against dismissal of 13 workers for alleged slow-down	Conciliation, federal, and return of workers pending settlement	Workers	Dec. 30	Dec. 29	1	496	3,700
Railway car factory workers	Hamilton, Ont.	For reduction in quota of cars per day	Return of workers	Employer	Dec. 22	Jan. 2, 1945	1	82	370
								25,395	251,116
<i>Shipbuilding</i>									
Shipyard workers	Pictou, N.S.	Protest against resignation of hull foreman	Return of workers	Employer	Jan. 6	Jan. 7	1	1,300*32	500
Passer boys	Montreal, P.Q.	For increased wages	Return of workers and re-employment	Employer	Jan. 13	Jan. 17	1	75	150
Shipyard workers	Weymouth, N.S.	For the same daily earnings when hours reduced from 10 to eight per day, time and one-half after eight hours and double time on Sundays	Conciliation, provincial, and application to RWLB	Indefinite, see strike March 16	Feb. 7	Feb. 8	1	161	80
Shipyard workers	Weymouth, N.S.	Alleged delay of RWLB in dealing with application for parity in wage rates with neighboring shipyard	Conciliation, provincial, and return of workers pending decision of RWLB	Workers	Mar. 16	Mar. 17	1	161	200
Pipe fitters	Montreal, P.Q.	Against inconvenience in registering time in new temporary building	Workers, extra time allowed	Employer	Mar. 17	Mar. 17	1	250	65
Welders	Montreal, P.Q.	Against dismissal of worker for sleeping on the job	Replacement and return of workers	Employer	April 6	April 8	1	42	25
Shipyard workers	Esquimalt, B.C.	Protesting method of lay-off of riveters during slack period	Conciliation, federal, and return of workers pending investigation	Compromise	April 24	April 24	1	200	50
Shipyard workers	Vancouver, B.C.	Against working with a certain foreman and alleged discrimination in lay-off procedure	Conciliation, provincial, and return of workers pending investigation	Employer	May 29	May 30	1	57	57
Welders and burners	North Vancouver, B.C.	Against dismissal of charge hand for absenteeism	Conciliation, provincial, and return of workers pending investigation	Compromise, worker reinstated after one week's suspension	June 13	June 13	1	426	107
Shipyard workers	Vancouver, B.C.	Inter-union dispute re entry of business agents to yard pending certification of bargaining agency	Conciliation, provincial...	Compromise, do business in manager's office only	June 15	June 15	1	1,135*33	600
Shipyard workers	North Vancouver, B.C.	Inter-union dispute re dismissal of two shop stewards	Return of workers	Employer	June 17	June 17	1	1,800	450

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time loss in man- working days	Duration in working days
							Employ- ers (a)	Workers		
MANUFACTURING— <i>Con.</i>										
<i>Shipbuilding—Con.</i> Shipyard workers....	Montreal, P.Q.....	For vacations during summer months and to work the required number of hours per week in 5 instead of 5½ days	Conciliation, federal.....	Employer.....	July 5.....	July 10.....	1	697 ²³⁴	2,000	3½
Shipyard workers....	Dartmouth and Halifax, N.S.	For maintenance of membership and check-off clauses in agreement	Conciliation, federal and provincial, and reference to Supreme Court of Nova Scotia	Compromise, check-off clause approved Employer.....	July 27.....	Aug. 28.....	3	2,876	76,500	27
Shipyard workers....	Prince Rupert, B.C.	Against working with six non-union workers	Return of workers.....	Employer.....	Aug. 2.....	Aug. 4.....	1	430	510	1½
Welders and burners..	Vancouver, B.C.....	Alleged discrimination in demotion of two charge hands following change from three to two shifts per day	Conciliation, provincial, and return of workers pending investigation	Employer.....	Aug. 14.....	Aug. 15.....	1	360	300	½
Machinists and pipe-fitters	North Vancouver, B.C.	Jurisdictional dispute over installation of certain equipment	Negotiations and reference to arbitration	Employer.....	Nov. 8.....	Nov. 8.....	1	227	70	½
<i>Non-metallic Minerals, Chemicals, etc.—</i> Brickyard workers....	Milton, Ont.....	For increased wages and reduced hours	Conciliation, provincial, and reference to RWLB	Compromise, hours reduced to 48 per week	April 1.....	April 10.....	1	21	120	5½
Plastic factory workers	Oshawa, Ont.....	For revision of time standards....	Conciliation, provincial, reference to RWLB	Compromise.....	May 5.....	May 8.....	1	73	100	1½
Lime-kiln workers....	Joliette, P.Q.....	For dismissal of foreman.....	Conciliation, provincial.....	Employer.....	Nov. 10.....	Nov. 11.....	1	98	120	1½
CONSTRUCTION— <i>Buildings and Structures—</i>										
Construction workers	Brilliant, B.C.....	For dismissal of foreman for cause	Conciliation, federal.....	Workers.....	Jan. 5.....	Jan. 8.....	1	250	850	3½
Labourers.....	Wallaceburg, Ont....	For increased wages.....	Conciliation, provincial.....	Employer.....	May 22.....	May 23.....	1	20	20	1
Labourers.....	Florence, N.S.....	For increased wages.....	Replacement.....	Employer.....	June 23.....	June 24.....	1	7	7	1
Labourers.....	Ste. Anne de Bellevue, P.Q.	For increased wages.....	Conciliation, federal.....	Employer.....	July 7.....	July 11.....	1	23	65	3
Bricklayers.....	Cap de la Madeleine, P.Q.	For increased wages.....	Negotiations and reference to RWLB	Employer.....	Sept. 13.....	Sept. 19.....	1	7	30	4½
Plumbers.....	Ottawa, Ont.....	For renewal of agreement with clause incorporating cost-of-living bonus in basic wage rate	Conciliation, federal.....	Workers.....	Dec. 1.....	Dec. 5.....	45	120	240	2
								427	1,212	

Industry	Location	Cause	Reference	Duration	Workers	Value
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i>	Street, railway employes	Against working with members of another union	Conciliation, federal, and reference to Provincial Commission	Indefinite, see strike August 3	1	3,000* 4,000
	Maintenance men	Protesting refusal of NWLB to approve application for increased wages	Return of workers	Employer	1	34 17
	Street, railway employes	For a union shop	Government assumed control and return of workers pending further negotiations	Indefinite, settlement not reached by the end of the year	1	4,000 40,000
						7,034 44,017
<i>Other Local and Highway Transportation—</i>	Truck drivers	For a new agreement with closed shop clause	Conciliation, federal, and reference to IDI Board	Compromise, new agreement without closed shop clause secured	1	19 900
	Drivers and warehousemen	For increased wages	Negotiations	Employer	1	48 24
	Truck drivers	For increased wages	Negotiations and reference to RWLB	Workers	1	6 6
	Truck drivers	For a new agreement	Conciliation, provincial, and return of workers pending further negotiations	Workers	1	10 25
<i>Water Transportation—</i>	Crane operators	For dismissal of foreman because of division of work	Negotiations	Employer, workers' duties defined in signed statement	1	83 955
	Seamen	For steam percolators and hot water in crew quarters	Conciliation, federal	Workers	1	30 30
Freight handlers	Port Arthur, Ont.	Misunderstanding with foreman over disciplining worker	Return of workers	Employer	1	167 300
						206 339
<i>Electricity and Gas—</i>	Linemen	For reclassification of linemen on trouble crews	Conciliation, provincial, and reference to IDI Board	Workers	1	69 35
	Coke oven and gas plant workers	For increased wages	Conciliation, federal and provincial, and further reference to RWLB	Compromise, some increase approved	1	47* 12
						116 47

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1944

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result—in favour of employer, workers, etc.	Date of commencement	Date of resumption of work	Number involved		Time loss in man- working days	Duration in working days
							Employ- ers (a)	Workers		
TRANSPORTATION AND PUBLIC UTILITIES— <i>Con.</i> <i>Miscellaneous</i> — Cold storage plant workers	Winnipeg, Man.....	Alleged delay of NWLB in dealing with appeal for increased wages	Return of workers pending decision of NWLB; later application again reviewed by RWLB	Compromise, some increase approved	July 17.....	July 18.....	1	45	68	1½
								45	68	
TRADE— Seed packers.....	Brandon, Man.....	For increased wages, reduced hours and improved working conditions	Conciliation, provincial.....	Compromise.....	Feb. 22.....	Mar. 2.....	1	35	270	7½
	Grocery store clerks...	For increased wages.....	Negotiations and reference to arbitration	Partially successful, some increases approved Employer.....	June 16.....	June 17.....	19	57 ²³⁸	25	½
Butter and cheese handlers	Montreal, P.Q.....	For increased wages.....	Negotiations.....		July 3.....	July 7.....	1	13	39	3
SERVICE— <i>Public Administration</i> — Office workers.....	Montreal, P.Q.....	For increased wages.....	Conciliation, provincial, and reference to arbitration Arbitration.....	Compromise, some increase approved Workers.....	Dec. 21, 1943	Jan. 13.....	1	1,700 ²³⁹	11,000	6½
	Civic employees.....	For union recognition, increased wages, week's vacation with pay, etc.			Jan. 8.....	Jan. 8.....	1	63	28	2½
<i>Business and Personal</i> — Hotel employees..... Window cleaners..... Laundry workers..... Laundry workers.....	Edmonton, Alta.....	For payment of wage increases for porters as approved by RWLB	Replacement.....	Employer.....	Oct. 1, 1943.	Mar. 18 (c).	1	26	950	67
	Montreal, P.Q.....	For increased wages and payment for Labour Day	Negotiations.....	Workers.....	May 1.....	May 2.....	40	200	200	1
	Truro, N.S.....	For increased wages.....	Negotiations and joint application to RWLB	Workers.....	May 15.....	May 18.....	1	19	48	2½
	Montreal, P.Q.....	Against deductions from wages of drivers to cover losses, etc. and for settlement of other grievances	Conciliation, provincial.....	Workers.....	Nov. 14.....	Nov. 16.....	1	39	40	1½
							284	1,238		

(a) Number of employers or establishments
 (b) FWLB—Regional War Labour Board; NWLB—National War Labour Board; NSS—National Selective Service; WLB—Western Labour Board; OLRB—Ontario Labour Relations Board; WLRB—War-time Labour Relations Board; IDL—Industrial Disputes Investigation.
 (c) Employment conditions no longer affected.

*1	435 workers indirectly affected.		
*2	1,000 "		
*3	44 "		
*4	100 "		
*5	200 "		
*6	350 "		
*7	300 "		
*8	100 "		
*9	400 "		
*10	180 "		
*11	95 "		
*12	20 "		
*13	4 "		
*14	855 "		
*15	405 "		
*16	110 "		
*17	40 "		
*18	50 "		
*19	88 "		
*20	200 "		
*21	279 workers indirectly affected.		
*22	45 "		
*23	145 "		
*24	55 "		
*25	50 "		
*26	55 "		
*27	600 "		
*28	1,000 "		
*29	55 "		
*30	84 "		
*31	468 "		
*32	200 "		
*33	369 "		
*34	2,819 "		
*35	1,000 "		
*36	27 "		
*37	300 "		
*38	110 "		
*39	2,000 "		

Strikes and Lockouts in Canada and Other Countries, 1944

THE accompanying table gives available information as to strikes and lockouts in certain countries since 1919, as compared with Canada, showing the number of strikes and lockouts, the number of workers involved and the time loss in man-working days. The countries included this year are restricted to those for which additional information has been received since publication of the yearly strike article in the LABOUR GAZETTE for March, 1944, p. 354. Throughout the year the latest available figures for each country are given in a monthly article in the LABOUR GAZETTE. The last extensive review of strikes and lockouts in Canada and other countries, many of which are no longer reporting due to war conditions, was given in the LABOUR GAZETTE for March, 1940, p. 234.

In the different countries variations occur in the definition of strikes and lockouts and in the methods of compilation of statistics. In some countries figures as to strikes and lockouts are counted separately, but where possible, they have been included together in the table here given. In some cases the number of strikes and lockouts shown for the year is the number commencing during the year and in other cases it is the number in existence during the year, including those carried over from the previous year.

The figures as to the number of workers involved published by some countries show not only the number of workers directly involved but also the number of those indirectly affected, that is thrown out of work by strikes and lockouts to which they were not parties, but exact information on this point is not always given. In the table given herewith the column showing the number of workers involved includes figures for the numbers directly involved or the total number directly and indirectly involved according to the method adopted by the country concerned.

Footnotes to the table indicate the nature of the statistics with reference to the above points.

Many countries publish statistics dealing with trade disputes only once each year or even less frequently, the figures being issued in some cases after an interval of some length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

In most cases the statistics dealing with disputes in other countries published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

Year	Number of disputes	Workers involved	Time loss in man-working days	Year	Number of disputes	Workers involved	Time loss in man-working days
CANADA*				CANADA*—Con.			
	(c)	(e)	(e)				
1919.....	336	148,945	3,400,942	1942.....	354	113,916	450,202
1920.....	322	60,327	799,524	1943.....	402	218,404	1,041,198
1921.....	163	28,257	1,048,914	1944.....	199	75,290	490,139
1922.....	104	43,775	1,528,661	1944, January.....	26	8,140	23,658
1923.....	86	34,261	671,750	February.....	20	8,782	39,888
1924.....	70	34,310	1,295,054	March.....	14	1,869	2,834
1925.....	87	28,949	1,193,281	April.....	12	14,384	115,994
1926.....	77	23,834	266,601	May.....	25	22,827	126,386
1927.....	74	22,299	152,570	June.....	23	5,980	9,528
1928.....	98	17,581	224,212	July.....	23	9,571	26,023
1929.....	90	12,946	152,080	August.....	26	12,585	120,283
1930.....	67	13,768	91,797	September.....	9	1,024	800
1931.....	88	10,738	204,238	October.....	14	4,260	7,139
1932.....	116	23,390	255,000	November.....	12	1,662	5,080
1933.....	125	26,558	317,547	December.....	11	2,312	12,526
1934.....	191	45,800	574,519				
1935.....	120	32,269	284,028	AUSTRALIA			
1936.....	156	34,812	276,997		(c)	(e)	(f)
1937.....	278	71,905	886,393	1919.....	460	100,300	6,308,226
1938.....	147	20,395	148,678	1920.....	554	102,519	1,872,065
1939.....	122	41,038	224,588				
1940.....	168	60,619	266,318				
1941.....	231	87,091	433,914				

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1944—Continued

Year	Number of disputes	Workers involved	Time loss in man-working days	Year	Number of disputes	Workers involved	Time loss in man-working days
AUSTRALIA—Con.				GREAT BRITAIN AND NORTHERN IRELAND—Con.			
1921.....	624	120,198	956,617	1941.....	1,251	361,500	1,079,000
1922.....	445	100,263	858,685	1942.....	1,303	456,700	1,527,000
1923.....	274	66,093	1,145,977	1943.....	1,775	559,000	1,810,000
1924.....	504	132,569	918,646	1944 (h).....	2,185	820,000	3,710,000
1925.....	499	154,599	1,128,570	1944 (h)—January.....	221	92,500	237,000
1926.....	360	80,768	1,310,261	February.....	232	123,600	273,000
1927.....	441	157,581	1,713,581	March.....	309	318,600	1,601,000
1928.....	287	82,349	777,278	April.....	152	239,200	719,000
1929.....	259	88,293	4,671,478	May.....	155	28,100	46,000
1930.....	183	51,972	1,511,241	June.....	117	27,100	42,000
1931.....	134	34,541	245,961	July.....	75	20,900	64,000
1932.....	127	29,329	212,318	August.....	172	34,300	124,000
1933.....	90	26,988	111,956	September.....	197	51,800	189,000
1934.....	155	46,963	370,386	October.....	219	62,100	232,000
1935.....	183	44,813	495,124	November.....	193	47,400	125,000
1936.....	235	57,118	497,248	December.....	133	32,200	64,000
1937.....	342	92,121	557,111				
1938.....	376	132,480	1,337,994	BRITISH INDIA			
1939.....	416	143,228	459,154				
1940.....	350	178,939	1,507,252				
1941.....	567	240,845	984,174				
1942.....	602	166,167	378,195				
1943.....	785	288,028	990,151				
1944, 1st quarter.....	233	71,750	348,158				
EIRE							
	(a)	(g)		1921.....	(c) 396	(g) 600,351	6,984,426
1923.....	131	20,635	1,208,734	1922.....	278	435,434	3,972,727
1924.....	104	16,403	301,705	1923.....	213	301,044	5,051,704
1925.....	86	6,855	293,792	1924.....	133	312,462	8,730,918
1926.....	57	3,455	85,345	1925.....	134	270,423	12,578,129
1927.....	53	2,312	64,020	1926.....	128	186,811	1,097,478
1928.....	52	2,190	54,292	1927.....	129	131,655	2,019,970
1929.....	53	4,533	101,397	1928.....	203	506,851	31,647,404
1930.....	83	3,410	77,417	1929.....	141	532,016	12,165,691
1931.....	60	5,431	310,199	1930.....	148	196,301	2,261,731
1932.....	70	4,222	42,152	1931.....	166	203,008	2,408,000
1933.....	88	9,059	200,126	1932.....	118	128,099	1,922,437
1934.....	99	9,288	180,080	1933.....	146	164,938	2,168,961
1935.....	99	9,513	288,077	1934.....	159	220,808	4,775,559
1936.....	107	9,443	185,623	1935.....	145	114,217	973,457
1937.....	145	26,734	1,754,949	1936.....	159	169,029	2,358,062
1938.....	137	13,736	208,784	1937.....	379	647,801	8,982,257
1939.....	99	6,667	106,476	1938.....	399	400,075	9,198,708
1940.....	89	7,715	152,076	1939.....	406	409,189	4,992,795
1941.....	71	4,895	77,133	1940.....	322	452,539	7,577,281
1942.....	69	5,132	115,039	1941.....	359	291,054	3,330,503
1943.....	81	5,921	61,809	1942.....	694	772,653	5,779,965
GREAT BRITAIN AND NORTHERN IRELAND †				1943—1st quarter.....	311	286,515	1,354,263
	(a)	(f)		2nd quarter.....	223	106,791	516,400
1919.....	1,352	2,401,000	34,970,000	3rd quarter.....	100	45,562	177,663
1920.....	1,607	1,779,000	25,570,000	4th quarter.....	109	92,481	293,961
1921.....	763	1,770,000	85,870,000	1944—January.....	48	48,629	128,196
1922.....	576	556,000	19,850,000	February.....	66	50,610	209,003
1923.....	628	399,000	10,670,000	March.....	58	68,970	170,331
1924.....	710	613,000	8,420,000	April.....	52	43,852	98,754
1925.....	603	441,000	7,950,000	May.....	86	111,335	1,709,154
1926.....	323	2,734,000	162,230,000	June.....	55	36,764	124,922
1927.....	308	108,000	1,170,000	July.....	38	32,196	92,203
1928.....	302	124,000	1,390,000	August.....	42	44,362	228,430
1929.....	431	533,000	8,290,000				
1930.....	422	307,000	4,400,000	NEW ZEALAND			
1931.....	420	490,000	6,980,000	1919.....	45	4,030	.....
1932.....	389	379,000	6,490,000	1920.....	77	15,138	54,735
1933.....	357	136,000	1,070,000	1921.....	77	10,433	119,208
1934.....	471	134,000	960,000	1922.....	58	6,414	93,456
1935.....	553	271,000	1,960,000	1923.....	49	7,162	201,812
1936.....	818	316,000	1,830,000	1924.....	34	14,815	89,105
1937.....	1,129	597,000	3,410,000	1925.....	53	9,905	74,552
1938.....	875	274,000	1,334,000	1926.....	89	6,264	47,811
1939.....	940	337,000	1,356,000	1927.....	36	4,384	10,395
1940.....	922	299,400	940,000	1928.....	41	9,822	22,817
				1929.....	49	7,831	26,808
				1930.....	45	5,632	33,233
				1931.....	24	6,356	48,486
				1932.....	23	9,335	108,528
				1933.....	16	3,957	111,935
				1934.....	24	3,733	10,393
				1935.....	12	2,323	18,563

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1944—*Concluded*

Year	Number of disputes	Workers involved	Time loss in man-working days	Year	Number of disputes	Workers involved	Time loss in man-working days
NEW ZEALAND— <i>Con.</i>				UNITED STATES † (d)— <i>Con.</i>			
1936.....	43	7,354	16,980	1929.....	921	288,572	5,351,540
1937.....	52	11,411	29,916	1930.....	637	182,975	3,316,908
1938.....	72	11,388	35,456	1931.....	810	341,817	6,893,244
1939.....	66	16,082	53,801	1932.....	841	324,210	10,502,033
1940.....	57	10,475	28,097	1933.....	1,695	1,168,272	16,872,128
1941.....	89	15,261	26,237	1934.....	1,856	1,466,695	19,591,949
1942.....	64	14,282	51,436	1935.....	2,014	1,117,213	15,456,337
1943.....	69	10,935	15,003	1936.....	2,102	788,648	13,901,956
1944, 1st three months	55	10,149	29,051	1937.....	4,740	1,860,621	28,424,857
1944, 1st six months	93	18,695	39,471	1938.....	2,772	688,376	9,148,273
1944, 1st nine months	118	24,755	45,984	1939.....	2,613	1,170,962	17,812,219
UNITED STATES † (d)				1940.....	2,508	576,988	6,700,872
	(a)	(a)	(c)	1941.....	4,288	2,362,620	23,047,556
1919.....	3,639	4,160,348	.....	1942.....	2,968	839,961	4,182,557
1920.....	3,411	1,463,054	.....	1943.....	3,752	1,981,279	13,500,529
1921.....	2,385	1,099,247	.....	1944 (h).....	5,000	2,100,000	8,500,000
1922.....	1,112	1,612,562	.....	1944 (h)—January.....	330	110,000	625,000
1923.....	1,553	756,584	.....	February.....	330	115,000	470,000
1924.....	1,249	654,641	.....	March.....	360	115,000	415,000
1925.....	1,301	428,416	.....	April.....	435	155,000	580,000
1926.....	1,035	329,592	.....	May.....	610	290,000	1,400,000
1927.....	707	329,939	26,218,623	June.....	500	155,000	680,000
1928.....	604	314,210	12,631,863	July.....	470	145,000	680,000
				August.....	485	190,000	935,000
				September.....	390	185,000	660,000
				October.....	440	220,000	690,000
				November.....	375	200,000	710,000
				December.....	280	85,000	380,000

* Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. † Disputes involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days. ‡ Strikes lasting less than one day (or shift) and those involving less than six workers are omitted. (a) Disputes beginning in period. (c) Disputes in existence in period. (d) Strikes only. (e) Directly involved only. (f) Directly and indirectly involved. (g) It is not stated whether or not employees indirectly involved are included. (h) Preliminary figures.

Strikes and Lockouts in Canada During February, 1945

DURING the month of February there was a decline in strike activity in Canada as compared with the previous month and with February, 1944, decreases being recorded in the number of workers involved and in the time loss in man-working days. Preliminary figures show 17 strikes in existence during February, 1945, involving 4,988 workers and causing a time loss of 6,821 days, as compared with 16 strikes in January, with 5,435 workers involved and a time loss of 32,142 days. In February, 1944, there were 20 strikes, involving 8,782 workers, with a time loss of 39,888 days.

Preliminary figures for the first two months of this year show 32 strikes, involving 10,397 workers and causing a time loss of 38,963 man-working days, as compared with 44 strikes, with 16,877 workers involved and a

time loss of 63,546 days, for the same period last year.

One strike, involving 26 workers, was carried over from January and 16 commenced during February. Of these 17 strikes, two resulted in favour of the workers, six in favour of the employers, one was a compromise settlement and seven were indefinite in result, work being resumed pending final settlement. At the end of the month one strike of freight car factory workers at Trenton, N.S., was reported as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
Cumulative totals.....	32		10,397		38,963
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
Cumulative totals.....	44		16,877		63,546

*Preliminary.

†Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1945*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establish-ments	Workers		

Strikes and Lockouts in Progress Prior to February, 1945

MINING— Coal miners, Robb, Alta.	1	26	200	Commenced December 5, 1944; for adjustment of contract rates on development work; employment conditions no longer affected by February 10; conciliation, federal; indefinite, miners employed at other mines pending receipt of new equipment.
--	---	----	-----	--

Strikes and Lockouts Commencing During February, 1945

MINING— Base metal miners, Val d'Or, P.Q.	1	92	184	Commenced February 1; against dismissal of three shift bosses for alleged racial discrimination; terminated February 2; conciliation, provincial; in favour of employer, dismissals due to other causes.
Coal miners, Glace Bay N.S.	1	(a) 951	2,000	Commenced February 6; against dismissal of ex-serviceman for refusal to work at coal face due to alleged disability; terminated February 9; conciliation, federal; compromise, datal worker volunteered to exchange jobs with ex-serviceman.
Coal miners, Bellevue, Alta..	1	(b) 300	400	Commenced February 15; against change to a certain type of air-pick for use in "tight" places; terminated February 16; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1945*—Continued

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1945				
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Rubber factory workers, footwear, St. Jerome, P.Q.	1	(c) 1,038	1,038	Commenced February 15; dissatisfaction with production and efficiency bonus; terminated February 16; return of workers pending further negotiations; indefinite.
<i>Textiles, Clothing, etc.—</i>				
Cotton factory workers, Cornwall, Ont.	1	(d) 27	40	Commenced February 14; against transfer of a female worker to another department; terminated February 15; conciliation, federal, and reference to arbitration; in favour of employer.
Garment factory workers, Winnipeg, Man.	1	11	55	Commenced February 20; against dismissal of a female worker; terminated February 24; conciliation, provincial; in favour of of employer.
<i>Metal products—</i>				
Brass factory workers, Sarnia, Ont.	1	178	356	Commenced February 2; for increased wages; terminated February 3; conciliation, provincial, and return of workers pending decision of RWLB‡; indefinite.
Freight car factory workers, Trenton, N.S.	1	135	200	Commenced February 7; for employment of more workers on track crew; terminated February 8; conciliation, federal, and return of workers pending settlement; indefinite.
Steel mill workers, narrow gauge engineers and brakemen, Sault Ste. Marie, Ont.	1	(f) 28	28	Commenced February 15; for the same wage rates as paid on standard gauge railways. terminated February 15; return of worker' pending reference to RWLB; indefinite.
Foundry workers, Sackville, N.B.	1	33	33	Commenced February 17, for the day off (Saturday); terminated February 17; return of workers; in favour of employer.
Brass factory workers, New Toronto, Ont.	2	(e) 912	850	Commenced February 19; alleged delay in signing a new agreement; terminated February 19; conciliation, provincial; in favour of workers, agreement signed.
Foundry workers, Guelph, Ont.	1	414	621	Commenced February 23; for payment of wage increases approved by RWLB; terminated February 24; conciliation, provincial, and return of workers pending decision of NWLB‡; indefinite.
Automotive parts factory workers, Sarnia, Ont.	1	585	450	Commenced February 26; misunderstanding of findings and direction of RWLB re wages; terminated February 26; return of workers; in favour of employer.
Freight car factory workers, Trenton, N.S.	1	(g) 30	90	Commenced February 26; against removal of two men from the steel erection gang; unterminated.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Water Transport—</i>				
Cold storage plant workers, Halifax, N.S.	1	200	150	Commenced February 22; for increased wages; terminated February 22; conciliation, federal, and return of workers pending decision of federal government; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1945*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1945—Conc.				
SERVICE— Recreational— Motion picture projectors, Winnipeg, Man.	18	(h) 28	126	Commenced February 14; interunion dispute re union recognition; terminated February 19; conciliation, provincial, and return of workers pending further reference to WLRB‡; indefinite.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board; WLRB—Wartime Labour Relations Board.

(a) 275 indirectly affected; (b) 294 indirectly affected; (c) 120 indirectly affected; (d) 110 indirectly affected; (e) 360 indirectly affected; (f) 140 indirectly affected; (g) 215 indirectly affected; (h) 90 indirectly affected.

Strikes and Lockouts in Great Britain and other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. The annual review giving a table summarizing the principal statistics as to strikes and lockouts in Great Britain and other countries appears elsewhere in this issue.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1944, was 133 and 20 were still in progress from the previous month, making a total of 153 during the month, in which 32,200 workers were involved and a time loss of 64,000 working days was caused.

Of these 133 work stoppages commencing during December, 11 arose out of demands for advances in wages, five out of proposed reductions in wages, 30 over other wage questions, four as to questions of working hours, 20 over questions respecting the employment of particular classes or persons, 55 on other questions respecting working arrangements, seven as to questions of trade union principle and one was in support of workers involved in another stoppage.

United States

Preliminary figures for January, 1945, show 240 strikes beginning in the month, in which 44,000 workers were involved. The time loss for all disputes in progress during the month was 228,000 working days. Corresponding figures for December, 1944, are 280 strikes, involving 85,000 workers, with a time loss of 380,000 working days.

Prices

Prices, Retail and Wholesale, in Canada, February 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index remained unchanged at 118·6 between January 2 and February 1, 1945. Advances for foods, and homefurnishings and services were offset by declines in the fuel and light and clothing series. Strength in fresh vegetables and certain fruits and meats outweighed continued weakness in eggs to advance the food index 0·4 to 130·6 for February. Homefurnishings and services registered a gain of 0·1 to 118·4, reflecting scattered increases in furniture and floor covering prices. On the other hand, the fuel and light index dropped 1·7 points to 107·4 due to further rebates in electricity bills coupled with a rate reduction in Toronto. Lower prices for women's wear and piece goods outweighed a footwear advance to lower the clothing index 0·1 to 121·7, while index levels for the remaining two groups continued unchanged at 112·0 for rentals and 109·2 for miscellaneous items.

Bi-monthly cost-of-living indexes for eight regional cities, on the base August 1939=100, registered increases with one exception between December, 1944 and February, 1945. The Montreal index at 120·9 and Vancouver at 117·6 each recorded an advance of 0·7 points, due principally to higher prices for foods and fuel and lighting. Gains of 0·4 were noted for the Halifax and Edmonton series which rose to 118·8 and 116·0 respectively, reflecting advances in foods and miscellaneous items. Three cities, Saint John at 118·6, Winnipeg at 116·0 and Saskatoon at 119·4, recorded increases of 0·2 between December and February, also due to higher prices for foods and miscellaneous items. The Toronto cost-of-living index at 116·5 showed no change, higher food prices in that city being offset by a reduction in electricity rates in the fuel and lighting group.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

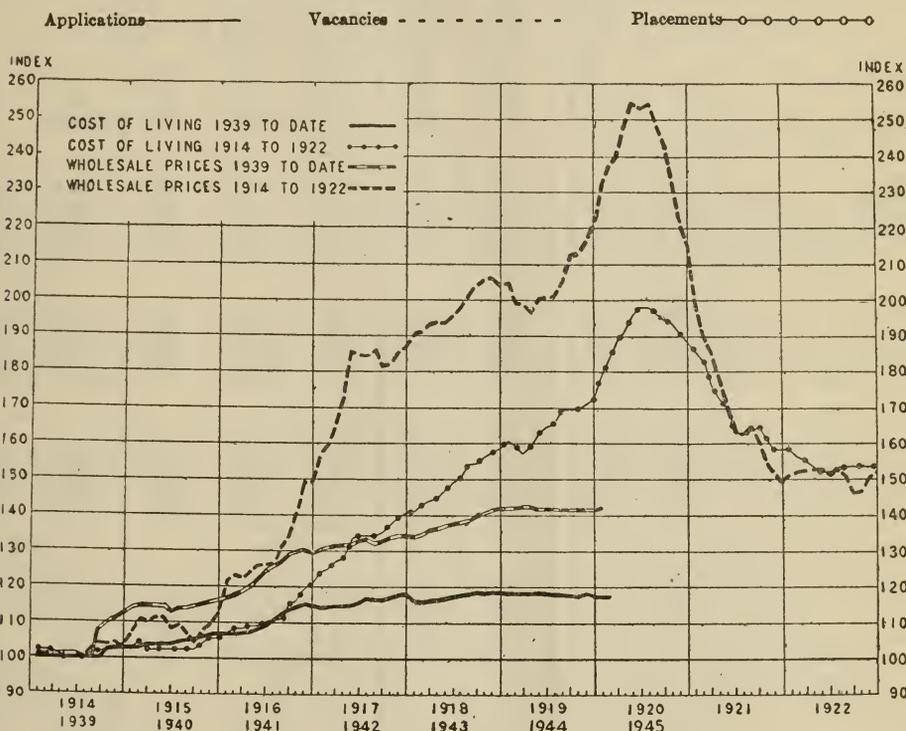
The index number of the cost of living was constructed on the basis of a survey of

\$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527,

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), 29403—11

became effective on December 1, 1941 (*L.G.*, 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time under the title *Activities of the Wartime Prices and Trade Board*.

(Continued on page 422)

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
November 1.....	118.0	118.9	131.6	112.0	108.1	121.6	118.4	108.9	125.3
December 1.....	117.6	118.5	130.3	112.0	108.1	121.6	118.4	108.9	124.7
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1945

(Base: August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	118.8	139.5	105.7	109.7	117.8	115.1	109.8
Saint John.....	118.6	131.4	107.8	112.2	121.8	116.4	110.0
Montreal.....	120.9	137.6	108.7	109.3	124.5	118.4	107.3
Toronto.....	116.5	125.1	111.1	111.4	118.2	114.0	108.9
Winnipeg.....	116.0	129.6	104.6	109.0	119.4	116.1	108.0
Saskatoon.....	119.4	134.1	113.1	110.4	119.4	119.9	107.8
Edmonton.....	116.0	131.5	100.0	103.6	124.3	117.2	109.1
Vancouver.....	117.6	134.1	100.2	114.2	124.1	115.7	108.8

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—FEBRUARY, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR FEBRUARY, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	July 1943	Oct. 1943	Jan. 1943	April 1944	July 1944	Oct. 1944	Dec. 1944	Jan. 1944	Feb. 1945	Price Feb. 1945
Beef, sirloin steak.....	lb.	100.0	120.7	145.2	143.7	143.0	143.0	153.8	154.5	153.8	153.8	153.8	42.9
Beef, round steak.....	lb.	100.0	125.7	157.8	155.7	154.4	154.4	166.2	167.1	166.7	166.7	166.7	39.5
Beef, rib roast.....	lb.	100.0	125.5	163.5	172.6	173.5	173.9	172.2	172.2	172.2	173.0	173.0	39.8
Beef, shoulder.....	lb.	100.0	132.7	178.0	180.5	180.5	179.9	162.9	161.6	161.0	161.0	161.0	25.6
Beef, stewing.....	lb.	100.0	136.7	184.1	181.7	180.2	180.2	169.0	169.0	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	178.1	182.8	180.5	175.7	174.6	174.6	174.0	173.4	174.6	29.5
Lamb, leg roast.....	lb.	100.0	109.9	156.3	135.6	130.6	142.3	162.3	151.1	147.2	147.9	148.9	42.3
Pork, fresh loins.....	lb.	100.0	125.3	138.1	139.2	138.8	138.8	138.8	138.8	141.2	141.5	141.5	36.8
Pork, fresh shoulder.....	lb.	100.0	127.0	145.9	148.0	147.4	146.4	146.4	146.4	142.9	142.9	142.3	27.9
Bacon, side, med. sliced.....	lb.	100.0	132.3	139.7	140.3	140.3	140.3	140.3	140.0	140.9	140.9	140.9	45.8
Lard, pure.....	lb.	100.0	151.3	162.3	162.3	162.3	155.3	151.8	151.8	154.4	155.3	155.3	17.7
Shortening, vegetable.....	lb.	100.0	134.7	137.5	137.5	137.5	137.5	137.5	137.5	136.8	136.8	136.8	19.7
Eggs, Grade "A" fresh.....	doz.	100.0	156.4	144.1	178.0	161.2	136.5	136.2	155.3	158.6	146.4	141.4	43.0
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	142.1	142.5	145.8	146.2	143.2	145.4	145.8	146.2	146.2	39.9
Cheese, Canadian, mild.....	lb.	100.0	174.6	165.4	165.9	168.3	165.4	163.9	163.9	164.4	164.9	164.4	34.2
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkq.	100.0	101.1	101.1	101.1	101.1	101.1	100.0	100.0	100.0	100.0	100.0	5.2
Tomatoes, canned, 2½'s.....	tin.	100.0	129.9	132.1	131.1	136.8	137.7	138.7	138.7	137.7	137.7	137.7	14.6
Peas, canned, 2's.....	tin.	100.0	117.5	120.8	121.7	123.3	124.2	124.2	123.3	122.5	122.5	122.5	14.7
Corn, canned, 2's.....	tin.	100.0	128.3	132.7	134.5	134.5	135.4	134.5	134.5	133.6	133.6	133.6	15.1
Beans, dry.....	lb.	100.0	129.4	129.4	129.4	131.4	131.4	133.3	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	144.9	149.0	146.9	157.1	159.2	124.5	112.2	112.2	112.2	5.5
Potatoes.....	15 lb.	100.0	89.9	166.5	137.2	137.8	147.3	153.0	128.4	121.6	126.8	136.9	44.9
Prunes, medium.....	lb.	100.0	115.8	127.2	126.3	129.8	123.7	122.8	122.8	122.8	122.8	122.8	14.0
Raisins, seedless, bulk.....	lb.	100.0	104.0	107.3	104.0	102.0	108.6	114.6	115.9	104.0	102.6	102.0	15.4
Oranges, medium size.....	doz.	100.0	132.5	143.3	147.8	140.3	139.6	141.0	141.6	140.3	142.7	145.4	42.6
Lemons, medium size.....	doz.	100.0	111.3	136.9	145.8	138.2	136.6	139.7	144.0	145.5	145.5	143.7	46.7
Jam, strawberry, 16 oz.....	jar.	100.0	111.3	115.1	†115.1	114.5	115.1	114.5	115.1	114.5	114.5	115.1	18.9
Peaches, 20 oz.....	tin.	100.0	101.5	109.6	†109.6	108.1	108.6	†108.1	†108.1	105.1	104.6	104.1	20.5
Marmalade, orange, 16 oz.....	jar.	100.0	118.3	130.3	131.1	131.8	131.1	130.3	130.3	129.6	129.6	129.6	17.6
Corn syrup, 3½ lb.....	jar.	100.0	138.0	155.0	154.7	154.0	155.0	155.7	155.7	155.3	155.3	155.3	46.6
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	133.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	130.8	131.1	131.1	131.1	131.1	131.1	131.1	131.1	131.1	44.3
Tea, black, ½ lb.....	pkq.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to February, 1945, prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
P.E.I.—																				
1—Charlottetown.....	44.4	40.6	38.5	37.9	21.7	.....	.....	36.6	.....	45.3	19.2	20.2	43.4	9.0	41.8	35.0	7.3	4.6	6.1	10.0
Nova Scotia—																				
2—Halifax.....	44.1	40.5	38.1	27.1	22.9	23.2	45.4	38.0	26.8	45.3	19.0	20.0	49.3	11.0	44.5	35.9	8.0	4.5	6.1	9.9
3—New Glasgow.....	45.8	43.0	41.4	26.8	23.3	.....	46.6	40.1	31.5	47.1	19.0	20.0	47.1	10.0	44.3	36.8	7.3	4.9	6.1	10.0
4—Sydney.....	47.7	42.0	34.8	30.4	24.2	.....	44.6	40.6	31.3	47.2	18.9	20.0	48.3	12.0	44.3	36.3	7.3	4.5	5.9	9.8
5—Truro.....	44.6	40.6	36.0	28.2	18.1	.....	45.0	38.2	30.0	45.4	19.0	20.4	47.7	10.0	43.6	35.0	6.7	4.9	6.0	10.0
New Brunswick—																				
6—Fredericton.....	44.7	40.7	48.5	27.4	20.3	29.7	46.0	37.8	31.3	46.9	19.1	19.7	45.9	10.0	43.3	35.0	7.3	4.8	6.3	9.4
7—Moncton.....	45.5	41.4	41.0	27.1	21.0	29.7	45.1	37.1	29.5	47.7	18.2	20.0	45.6	10.0	42.8	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.3	43.1	38.6	26.8	22.6	30.0	44.5	40.4	29.5	45.0	18.5	19.8	46.4	11.0	43.0	34.5	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	39.7	36.0	38.0	27.7	22.0	.....	43.0	28.4	29.4	49.0	19.5	20.6	41.7	10.0	40.0	33.6	6.7	4.3	.....	9.9
10—Hull.....	40.9	38.2	37.0	25.5	18.7	30.7	41.5	32.3	28.1	46.3	17.1	19.1	45.8	10.0	38.5	31.7	5.3	3.8	5.5	9.5
11—Montreal.....	42.5	39.5	43.9	24.8	20.0	25.5	40.9	33.6	26.3	46.1	18.1	19.2	46.1	10.5	39.3	34.1	6.0	3.8	5.4	9.3
12—Quebec.....	40.5	36.8	35.3	23.2	18.5	29.4	37.7	32.0	26.8	41.8	18.3	19.5	44.3	10.0	39.7	34.4	5.5	3.6	5.8	9.7
13—St. Hyacinthe.....	35.9	34.6	34.6	23.9	19.0	31.0	34.8	28.3	25.2	47.8	18.0	19.4	42.4	9.0	39.5	32.1	5.3	4.1	6.0	9.8
14—St. Johns.....	43.3	41.0	39.5	26.7	17.3	32.7	43.5	.....	27.8	46.7	18.3	19.8	45.0	9.0	38.6	32.4	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.6	39.3	40.9	26.7	18.7	33.2	42.6	33.6	26.3	38.8	18.7	19.8	45.4	10.0	38.1	35.0	5.3	4.2	6.0	9.8
16—Sorel.....	39.3	36.2	40.4	24.7	19.6	.....	38.0	31.8	25.5	46.5	18.4	19.4	42.5	9.0	40.3	31.9	5.3	4.0	5.3	10.0
17—Thetford Mines.....	33.1	34.5	.....	24.1	17.4	.....	.....	25.7	25.5	38.4	18.2	19.3	41.7	9.0	39.4	31.7	5.3	4.0	5.3	9.6
18—Three Rivers.....	39.4	35.6	35.4	24.6	20.5	.....	.....	28.7	25.4	46.3	18.0	19.6	44.4	10.0	38.6	34.7	6.0	4.0	5.5	9.7
Ontario—																				
19—Belleville.....	41.1	38.2	39.8	25.8	21.2	28.2	41.7	36.8	28.8	45.6	17.2	19.2	41.1	10.0	39.3	31.2	6.7	4.2	5.3	8.7
20—Brantford.....	43.6	40.3	40.8	25.9	19.0	29.8	43.3	38.7	27.5	46.0	17.4	19.5	41.1	10.0	39.3	36.0	6.7	4.2	5.4	9.1
21—Brockville.....	46.7	42.8	44.0	26.2	20.9	.....	45.0	36.2	29.2	44.8	17.4	19.3	41.8	10.0	38.2	31.1	6.3	4.0	5.6	8.9
22—Chatham.....	43.4	40.0	40.7	25.8	19.9	31.3	41.8	37.6	32.5	46.3	17.3	19.3	39.6	10.0	38.5	35.6	5.3	4.1	5.2	8.7
23—Cornwall.....	43.6	40.3	40.5	26.1	17.7	.....	43.3	36.3	27.0	45.6	17.7	19.5	42.5	10.0	39.4	30.8	6.0	4.1	5.8	9.2
24—Fort William.....	43.4	39.7	37.6	25.4	22.3	29.3	43.4	36.9	29.9	45.6	17.6	19.0	46.1	11.0	39.6	33.1	6.0	4.0	5.1	8.8
25—Galt.....	42.4	40.6	40.0	25.0	23.0	30.0	42.6	37.7	26.0	46.4	17.5	19.2	41.5	10.0	39.3	36.6	6.7	4.1	5.7	8.8
26—Guelph.....	42.6	40.5	38.8	26.6	24.5	30.4	43.0	39.1	28.4	46.3	17.4	19.2	40.3	10.0	39.8	35.3	6.0	4.0	5.7	8.9
27—Hamilton.....	44.3	41.2	41.5	25.6	22.8	29.5	43.3	40.0	28.9	47.4	17.5	19.0	43.6	11.0	40.3	37.8	6.0	4.2	5.5	8.8
28—Kingston.....	43.3	38.6	38.4	25.7	18.6	.....	41.3	38.0	26.8	46.1	17.2	19.2	42.4	10.0	39.2	31.5	6.0	4.3	5.3	9.1
29—Kitchener.....	42.9	40.3	40.4	25.2	22.9	30.4	43.4	38.4	27.2	45.9	17.8	19.5	38.8	10.0	39.5	33.9	6.3	4.0	6.1	8.8
30—London.....	43.4	40.2	41.1	25.6	21.9	30.1	42.5	38.4	26.5	45.3	18.4	19.3	44.1	10.0	39.3	33.1	6.0	4.0	5.6	8.9
31—Niagara Falls.....	42.8	39.5	41.2	25.2	19.6	29.9	42.7	38.9	27.5	44.3	17.6	19.4	42.2	10.5	40.0	33.1	6.0	4.2	5.7	8.7
32—North Bay.....	43.9	41.0	41.9	26.1	18.9	.....	42.0	38.3	29.5	46.1	17.9	19.5	47.1	11.0	39.7	32.9	6.7	4.2	6.3	9.6
33—Oshawa.....	43.7	40.7	42.4	25.7	21.7	32.7	43.3	39.5	28.4	46.0	17.6	19.5	43.4	10.0	39.8	33.1	6.0	4.1	5.6	8.8
34—Ottawa.....	43.9	41.1	43.1	26.2	22.0	29.8	44.4	36.6	28.5	48.6	17.8	19.1	44.3	10.0	39.0	31.8	6.7	3.9	5.7	8.9

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
35—Owen Sound.....	42-0	39-4	39-3	24-9	23-0	....	45-3	37-5	26-6	45-4	17-1	19-4	39-9	10-0	40-0	31-7	6-0	3-9	5-4	9-4
36—Peterborough.....	44-7	41-4	41-9	25-9	21-9	31-7	43-4	39-4	29-3	46-6	18-0	19-1	41-4	10-0	39-3	34-5	6-0	4-3	5-4	8-6
37—Port Arthur.....	43-6	40-0	38-8	24-6	21-8	28-0	38-2	36-8	28-0	48-6	17-8	18-9	47-4	11-0	39-9	34-5	6-3	4-2	5-6	9-1
38—St. Catharines.....	43-1	40-7	42-0	25-3	20-5	30-7	41-5	40-9	25-3	46-3	17-6	19-1	43-7	10-5	39-8	35-3	6-0	4-2	5-4	8-9
39—St. Thomas.....	43-9	40-4	41-7	25-2	23-0	30-0	44-4	39-3	29-1	46-1	17-4	19-5	42-7	10-0	39-6	33-7	6-0	4-2	5-9	9-4
40—Sarnia.....	42-6	39-8	41-1	26-1	21-2	32-2	42-1	38-0	29-7	45-9	18-2	19-6	44-5	10-0	40-2	33-2	6-0	3-9	6-1	9-4
41—Sault Ste. Marie.....	43-1	39-9	38-4	26-9	21-9	31-7	42-3	37-0	29-2	44-8	17-9	19-1	45-3	11-0	39-9	32-0	6-7	4-0	5-7	9-1
42—Stratford.....	41-4	39-5	40-0	25-8	22-8	....	....	37-5	28-0	45-6	17-9	19-9	39-2	10-0	39-5	33-1	5-3	3-9	5-8	9-1
43—Sudbury.....	43-9	40-1	40-5	25-6	23-1	28-2	39-2	37-2	29-1	43-8	18-0	19-5	45-8	11-0	39-7	33-1	6-7	4-2	6-4	9-2
44—Timmins.....	44-4	40-9	41-9	26-3	21-6	29-7	43-0	38-9	28-5	44-6	18-7	19-5	47-2	12-0	39-8	34-6	6-7	4-3	5-4	9-5
45—Toronto.....	44-0	40-3	41-6	25-7	22-9	30-9	43-2	38-8	25-3	49-5	17-7	19-1	44-8	11-0	40-2	37-6	6-7	4-2	5-4	8-7
46—Welland.....	41-5	37-9	41-0	26-0	22-1	30-7	....	38-1	27-5	43-3	17-4	19-4	41-6	11-0	40-2	35-7	6-7	4-2	5-3	8-9
47—Windsor.....	43-1	40-1	41-4	25-0	23-4	31-0	43-1	38-7	28-8	45-6	17-5	19-2	42-8	11-0	39-3	35-3	6-0	4-2	5-3	8-9
48—Woodstock.....	42-7	39-5	39-5	25-0	19-2	....	42-0	37-5	26-0	44-7	17-2	19-0	41-0	10-0	39-4	32-0	6-0	3-8	5-8	8-8
Manitoba—																				
49—Brandon.....	42-8	38-2	40-2	25-2	20-0	....	41-7	36-8	25-0	46-6	16-7	21-2	41-8	10-0	38-0	34-0	7-1	3-8	5-7	8-9
50—Winnipeg.....	42-0	37-7	34-1	24-5	21-7	27-4	40-3	36-7	29-3	47-6	17-1	19-5	42-7	9-0	37-4	34-7	8-0	3-7	5-3	8-8
Saskatchewan—																				
51—Moose Jaw.....	42-4	37-8	38-2	23-8	18-4	....	40-4	34-7	26-6	46-1	15-6	20-7	37-8	11-0	37-3	34-3	7-2	3-8	5-6	8-6
52—Prince Albert.....	36-2	33-2	33-0	22-8	17-4	....	....	36-0	26-7	35-7	16-4	19-7	36-0	10-0	38-6	33-9	6-0	4-2	6-0	8-8
53—Regina.....	40-0	37-1	35-9	23-8	21-4	25-4	37-1	34-5	24-2	43-7	16-2	21-7	40-7	10-0	37-3	35-0	6-8	4-0	6-1	8-9
54—Saskatoon.....	42-1	37-6	36-2	24-7	19-8	27-3	38-8	34-7	26-5	45-5	16-1	19-9	41-5	10-0	37-3	34-6	7-2	3-7	5-4	8-9
Alberta—																				
55—Calgary.....	43-9	39-1	39-2	24-9	22-3	26-7	40-8	35-9	29-5	48-2	16-1	20-0	41-0	10-0	38-0	36-9	7-2	3-9	5-4	8-8
56—Drumheller.....	40-5	37-0	38-3	24-0	20-0	....	....	35-0	26-0	44-5	16-9	21-6	40-7	10-0	39-2	37-3	8-0	4-4	5-7	9-0
57—Edmonton.....	40-2	35-5	37-4	22-2	20-8	26-9	35-9	34-5	25-9	45-1	15-7	20-1	42-6	10-0	37-4	35-4	7-2	3-9	5-3	8-7
58—Lethbridge.....	40-2	36-4	36-4	24-0	19-2	25-3	39-5	34-6	26-7	44-5	16-0	21-0	41-0	10-0	38-0	....	8-0	4-0	....	8-7
British Columbia—																				
59—Nanaimo.....	46-7	42-3	45-0	27-2	25-2	....	44-0	41-3	30-3	49-9	18-5	20-5	40-9	12-0	43-2	37-0	9-0	4-3	....	9-2
60—New Westminster.....	44-9	40-1	41-9	25-8	24-1	29-7	41-5	40-1	27-0	47-4	17-8	19-9	40-6	10-0	41-0	34-5	8-0	4-2	6-0	9-3
61—Prince Rupert.....	45-5	42-5	43-7	25-7	24-0	29-0	43-7	41-5	29-3	48-9	18-7	20-9	46-7	15-0	41-7	38-2	10-0	5-0	....	9-6
62—Trail.....	44-0	40-0	43-3	25-6	24-4	29-2	45-0	40-0	29-4	45-9	17-9	22-6	37-7	13-0	39-9	34-5	9-0	4-2	5-9	9-3
63—Vancouver.....	46-7	41-8	42-6	26-2	24-8	28-3	42-8	38-9	28-9	50-1	17-4	19-1	40-6	10-0	40-7	34-4	9-6	4-2	5-7	8-9
64—Victoria.....	45-2	41-6	43-5	26-5	24-3	31-7	44-3	40-0	30-3	47-7	18-0	20-3	41-3	11-0	41-8	34-7	9-0	4-3	6-6	9-1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, FEBRUARY, 1945 (Concluded)

Canned Vegetables	Tomatoes, choice, 2 1/2" (28 oz.) per tin		Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 20 oz. tin	Corn syrup, per 3 1/2 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Coal		Rent (b)	
	Pears, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
14-0	14-5	15-0	6-3	4-7	44-5	.....	14-3	42-7	49-4	37-0	....	34-7	43-3	8-6	8-5	48-4	38-9	16-50	.....	16-00-20-00	35
13-6	14-0	14-4	6-1	4-8	41-1	.....	13-9	39-5	46-5	36-6	20-6	33-6	46-3	8-5	8-5	44-3	39-0	16-75	.....	24-00-28-00	36
14-1	14-6	14-2	6-2	4-7	53-0	13-9	16-1	43-2	49-3	38-2	19-2	36-5	43-9	8-5	8-4	41-9	38-1	16-80	.....	23-00-27-00	37
13-8	14-4	14-9	7-0	4-9	49-9	15-0	14-7	30-9	45-4	34-3	18-5	32-9	47-2	8-5	8-2	43-8	39-0	15-75	.....	27-00-31-00	38
14-2	14-8	14-8	6-2	5-9	47-9	14-0	14-7	45-3	44-0	35-3	....	33-9	46-5	8-7	8-6	45-1	39-5	16-00	.....	21-00-25-00	39
14-5	14-8	15-1	7-0	5-0	48-8	.....	14-3	43-4	47-7	37-0	19-7	33-8	46-0	8-8	8-7	44-5	39-4	16-50	.....	23-00-27-50	40
14-7	14-6	14-8	6-5	5-4	51-2	13-1	14-2	38-4	47-9	37-2	20-1	35-4	45-1	8-5	8-5	41-9	39-0	17-00	.....	23-00-27-00	41
14-5	14-2	15-1	6-1	4-9	45-4	13-3	13-9	40-9	45-2	35-4	20-0	33-3	46-5	8-8	8-6	44-8	38-7	16-00	.....	21-00-25-00	42
14-4	14-5	14-6	6-1	5-1	42-8	14-0	15-2	39-9	47-0	38-5	20-0	35-2	48-8	8-8	8-5	45-0	38-5	17-75	.....	28-00-32-00	43
15-0	14-9	14-9	6-3	5-5	48-8	13-7	15-3	43-9	50-1	40-0	20-0	35-2	49-2	8-8	8-8	39-3	38-8	19-50	.....	24-50-28-00	44
13-5	13-7	14-2	6-4	4-2	49-3	14-0	14-1	43-4	43-7	35-6	19-4	32-4	45-6	8-2	8-0	44-5	38-7	15-50	.....	32-50-36-50	45
13-9	13-5	14-5	9-1	4-6	50-0	.....	14-2	43-4	45-3	35-8	19-0	33-6	45-2	8-3	8-3	41-7	39-0	15-50	.....	.....	46
14-0	15-0	14-6	6-2	4-9	50-0	12-2	13-9	39-7	44-3	35-0	20-0	33-1	45-9	8-2	8-0	40-6	38-5	16-00	.....	25-00-29-00	47
14-5	14-3	14-4	6-3	5-1	39-8	.....	14-2	42-1	44-5	36-4	19-8	34-0	46-6	8-6	8-6	45-4	39-1	16-00	.....	22-00-26-00	48
15-6	14-8	15-4	7-2	4-9	39-2	14-5	16-0	41-8	43-2	40-8	20-3	38-2	43-7	9-1	9-0	43-5	38-1	.....	8-37	21-00-25-00	49
15-4	15-6	15-8	7-2	3-8	45-6	14-0	15-8	41-8	42-1	39-3	21-1	36-6	43-2	9-0	8-9	37-6	37-8	.....	12-95	26-00-30-00	50
16-7	15-4	15-6	6-7	5-7	46-7	13-3	16-0	39-1	42-7	41-0	22-9	36-7	42-6	9-3	9-3	42-6	39-2	.....	10-30	21-00-25-50	51
16-0	16-7	16-3	7-5	6-6	40-2	15-3	16-4	40-0	44-4	40-0	23-2	38-2	47-5	9-9	9-6	39-6	37-8	.....	10-50	19-50-23-50	52
16-7	15-6	16-0	6-6	6-3	42-4	14-9	16-5	40-6	40-3	39-9	22-1	36-7	46-5	9-3	9-6	42-0	38-0	.....	11-50	27-50-31-50	53
17-2	15-9	16-5	7-3	5-8	36-7	15-4	16-7	43-2	45-1	39-8	22-7	38-5	45-6	9-7	9-8	44-2	37-7	.....	10-10	22-00-26-00	54
15-1	14-7	15-1	7-4	5-8	44-1	13-8	16-5	40-8	46-9	36-7	21-2	34-2	44-8	9-0	9-2	41-4	37-5	.....	8-25	26-00-30-00	55
16-8	16-0	16-3	7-8	6-4	47-3	13-1	16-9	46-0	49-0	40-0	22-9	35-7	45-2	9-5	9-7	42-5	38-0	.....	.....	20-00-24-00	56
15-2	14-9	15-5	7-4	5-7	37-9	14-5	16-1	45-6	41-1	38-5	21-2	34-2	44-8	9-1	9-4	43-1	37-6	.....	5-40	24-50-28-50	57
15-5	13-9	14-7	7-1	5-8	35-3	12-7	16-3	40-8	46-2	....	20-9	32-2	44-7	9-4	9-5	45-0	37-5	.....	4-90	22-00-26-00	58
15-0	15-0	15-3	7-9	5-7	59-7	12-6	14-5	42-3	39-7	....	20-3	31-3	43-7	8-9	8-8	40-9	38-4	.....	.....	17-00-21-00	59
14-9	14-1	15-0	7-6	4-8	49-2	11-5	15-6	37-6	37-4	35-5	20-4	33-4	43-3	7-9	7-8	36-4	38-4	.....	13-00	20-50-24-50	60
16-2	15-8	16-4	8-3	6-0	52-9	12-6	16-4	49-5	45-6	38-7	22-2	33-3	44-7	8-8	8-6	44-3	39-3	.....	13-65	20-00-24-00	61
15-0	15-2	16-0	8-4	4-7	51-7	.....	15-7	39-8	46-7	34-2	22-7	35-2	48-5	9-0	8-9	39-2	37-7	.....	10-75	23-00-27-00	62
14-9	14-5	14-7	7-3	5-1	51-5	11-2	13-3	42-1	38-9	36-4	20-2	30-6	42-9	8-0	8-0	39-1	37-8	.....	13-00	23-50-27-50	63
14-9	14-9	15-3	7-5	5-1	52-3	13-7	15-8	40-1	38-2	36-4	20-2	31-4	42-5	8-9	8-4	42-9	38-3	.....	13-25	21-00-25-00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

No. of Commodities 1944	Commodities	1913	1918	1920	1922	Jan. 1926	Jan. 1929	Jan. 1933	Jan. 1940	Jan. 1941	Jan. 1942	Jan. 1943	Jan. 1944	Dec. 1944	Jan. 1945
508	All commodities.....	64.0	127.4	155.9	97.3	103.0	94.0	63.8	82.6	84.8	94.1	97.1	102.5	102.5	102.8
	Classified according to chief component material—														
112	I. Vegetable Products.....	58.1	127.9	167.0	86.2	105.1	87.1	50.5	73.7	71.8	82.0	86.2	95.1	95.0	95.7
74	II. Animals and Their Products.....	70.9	127.1	145.1	96.0	103.0	107.0	57.2	79.9	83.5	98.5	104.3	108.3	106.0	106.7
61	III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	104.3	93.2	67.9	82.5	84.4	93.0	91.9	91.9	91.7	91.7
49	IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.6	93.7	63.5	86.0	91.9	100.9	103.9	115.9	118.1	118.1
43	V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.8	93.3	85.4	102.9	107.4	112.9	116.0	116.0	117.0	117.1
17	VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	105.7	96.9	56.9	76.2	77.7	77.7	79.7	79.7	79.7	79.7
81	VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.6	93.4	86.0	87.6	91.0	98.5	99.7	102.9	102.7	102.7
71	VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.9	94.9	81.9	85.5	91.4	104.2	100.4	100.1	100.1	100.1
	Classified according to purpose—														
206	I. Consumers Goods.....	62.0	102.7	136.1	96.9	103.2	94.1	69.7	82.4	85.5	95.0	96.0	97.8	97.0	97.4
114	Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	103.1	96.6	59.3	79.6	82.1	95.4	100.1	102.5	100.7	101.5
92	Other Consumer Goods.....	62.2	91.9	126.3	101.4	103.2	92.4	76.6	84.3	87.7	94.7	93.3	94.7	94.6	94.6
365	II. Producers' Goods.....	67.7	133.3	164.8	98.8	103.2	93.6	57.8	78.9	79.8	86.5	90.8	99.6	100.1	100.4
24	Producers' Equipment.....	55.1	81.9	108.6	104.1	102.7	94.4	87.7	96.6	102.2	108.2	111.7	118.9	120.0	120.0
341	Producers' Materials.....	69.1	139.0	171.0	98.2	103.3	93.5	54.5	76.9	77.3	84.1	88.5	97.5	97.9	98.2
110	Building and Construction Materials.....	67.0	100.7	144.0	108.7	102.3	98.0	75.7	93.6	99.1	113.6	118.3	126.7	127.6	127.6
231	Manufacturers' Materials.....	69.5	148.1	177.3	95.8	103.5	92.5	50.9	74.1	73.6	79.1	83.4	92.6	92.9	93.2
	Classified according to origin—														
	I. Farm—														
153	A. Field.....	59.2	134.7	176.4	91.2	107.2	86.6	51.0	71.2	70.3	80.0	82.9	90.7	90.4	90.8
88	B. Animal.....	70.1	129.0	146.0	95.9	104.0	105.1	58.6	81.6	84.5	96.4	100.4	101.4	100.4	100.9
63	Farm (Canadian).....	64.1	132.6	160.6	88.0	105.1	95.6	43.6	70.0	67.2	79.2	87.7	104.0	103.3	104.4
16	II. Marine.....	65.9	111.6	114.1	91.7	98.3	105.6	59.1	77.7	84.2	108.3	121.4	138.0	130.5	130.5
57	III. Forest.....	61.1	89.7	151.3	106.8	100.7	93.6	63.8	85.6	91.5	100.5	103.5	115.2	117.3	117.3
194	IV. Mineral.....	67.9	115.2	134.6	106.4	101.1	92.8	80.4	88.8	92.5	97.3	98.9	100.5	100.6	100.7
212	All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	106.0	94.2	51.2	75.3	76.6	87.3	93.0	104.1	103.6	104.3
296	All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	103.0	92.6	67.2	81.5	83.4	91.7	92.6	93.8	93.7	93.8

(Continued from p. 415)

Wholesale Prices, January, 1945

The general index of wholesale prices recorded a gain of 0.3 to 102.8 between December, 1944 and January, 1945. Vegetable products moved up 0.7 to 95.7 following increases in potatoes, onions, rye and bananas. These outweighed decreases for hay and oranges. Animal products recorded an advance of 0.7 to 106.7 following higher quotations for livestock, fresh meats, fowl, furs, lard and butter which overbalanced continued weakness in eggs. Iron and steel products, the only other group to show a change, moved up 0.1 to 117.1 due to small increases in quota-

tions for steel sheets and plates. Index levels for other groups remained at 91.7 for fibres, textiles and textile products, 118.1 for wood, wood products and paper; 79.7 for non-ferrous metals; 102.7 for non-metallic minerals and 100.1 for chemicals and allied products.

Upturns for both field and animal products were reflected in a gain of 1.1 to 104.4 in the composite index of Canadian farm product prices between December, 1944, and January, 1945. Higher prices for potatoes, onions and rye overbalanced weakness in hay to advance the field products series 1.3 to 93.5, while in the animal products section a gain of 0.7 to 122.7 was due to higher livestock and fowl quotations. Eggs declined in January.

Price Movements in Canada and Other Countries

FOURTH-QUARTER changes in wholesale price indexes of most countries indicated little variation from levels reached in the first nine months of the year; advances during this earlier period were substantial in many instances. The Canadian wholesale index closed the year at 102.5 (1926=100), the same level as for December, 1943. This compared with a

1944 peak of 103.0 touched in March. During 1944 the Bureau of Labor Statistics wholesale index for the United States advanced to 104.7 (1926=100) for a gain of 1.5 points over December, 1943. Strength in this index was concentrated mainly in farm product prices. On the base 1930=100, the Board of Trade index of wholesale prices for the United King-

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	526	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1938=1000	1936-1939=1000	1936-1939=1000	180	1926-1930=1000
		(a)		(b)		(c)		(d)				(e)		(f)
1913	64.0	79.1	69.8	70.7	100.0	100	100	100	1125	814	828	748	748	828
1914	65.5	79.7	68.1	71.8	(g)	123	100	100	1090	855	828	805	805	828
1915	70.4	80.7	69.5	72.5		146			1204	876	828	824	824	876
1916	84.3	87.0	85.5	77.9		176			1379	906	824	882	882	906
1917	114.3	102.4	117.5	91.6		208		204	1583	1064	824	1024	1024	1064
1918	127.4	115.6	131.3	107.5		215			1723	1177	824	1225	1225	1177
1919	134.0	126.5	138.6	123.8		249			1854	1458	824	1252	1252	1458
1920	155.9	145.4	154.4	143.0		296			2000	1320	824	1282	1282	1320
1921	110.0	129.9	97.6	127.7		183	191.2	224	2512	1458	824	1282	1282	1458
1922	97.3	120.4	96.7	119.7		172	167.5	164	1445	1101	824	1194	1194	1101
1923	100.0	121.8	100.0	126.4		166	144.6	162	1387	1063	824	1053	1053	1063
1924	96.4	120.5	95.3	122.6		164	141.2	161	1358	1069	824	994	994	1069
1925	95.6	121.7	95.3	122.5		157	126.5	158	1305	1066	824	988	988	1066
1926	86.6	120.8	86.4	119.4	100.0	157	126.5	158	1155	1041	1103	988	988	1041
1927	87.1	119.4	85.7	119.4		140		131	1047	932	824	904	904	932
1928	84.6	101.2	80.8	102.7		154	111.2	137	1136	965	824	973	973	965
1929	78.6	102.2	78.6	100.8		156	107.1	137	1174	1000	1005	1021	1021	1000
1930	86.6	101.5	86.3	99.4		158	111.2	138	1146	999	1011	1029	1029	999
1931	75.4	101.5	77.1	99.4		184	143.0	151	1273	1034	1047	1051	1051	1034
1932	82.9	105.6	87.3	105.2		199	183.5	174	1398	1082	1140	1111	1111	1082
1933	90.0	111.7	87.3	116.5		200	209.6	193	1569	1173	1242	1176	1176	1173
1934	95.7	117.0	98.8	116.0		199	218.2	203	1706	1244	1372	1267	1267	1244
1935	100.0	118.4	103.1	123.8		190	220.6	206	1767	1264	1392	1366	1366	1264
1936	102.5	119.0	103.3	124.2		164.0	221.3	206	1768	1272	1386	1387	1387	1272
1937	102.7	118.9	103.6	123.8		164.6	222.9	206	1765	1283	1387	1357	1357	1283
1938	103.0	119.0	103.8	123.8		165.5	222.9	207	1773	1291	1397	1357	1357	1291
1939	102.9	119.1	104.0	124.6		166.1	223.4	207	1773	1291	1397	1357	1357	1291
1940	102.5	119.2	104.3	125.4		166.1	223.4	208	1757	1290	1407	1366	1366	1290
1941	102.5	119.0	104.3	125.4		167.1	224.1	208	1757	1290	1413	1366	1366	1290
1942	102.3	118.9	103.9	126.1		167.5	224.1	208	1757	1290	1413	1366	1366	1290
1943	102.3	118.9	104.0	126.4		167.5	224.1	208	1757	1290	1413	1366	1366	1290
1944	102.4	118.8	104.1	126.5		166.7	223.5	208	1761	1281	1402	1359	1359	1281
1945	102.4	118.5	104.1	126.5		166.7	223.5	208	1770	1301	1399	1359	1359	1301
1946	102.5	118.6	104.4	126.6		169.0	222.0	208	1779	1308	1400	1374	1374	1308
1947	102.8	118.6	104.7	127.1		167.2	222.0	208	1779	1308	1400	1374	1374	1308
1948	102.8	118.6	104.7	127.1		202	222.0	202	1779	1308	1400	1374	1374	1308

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Early averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

dom recorded an increase of 3.8 points to 167.2 between December, 1943 and December, 1944 influenced largely by higher prices for coal and cotton. The Switzerland wholesale price index showed a fractional decline in the second half of 1944, moving down from a level of 223.4 (July 1914=100) in June to 222.0 in November. Compared with December, 1943, however, a gain of 2.0 points was recorded. In Latin-American countries inflationary forces have tended to move prices sharply higher. The Argentine wholesale prices index had advanced to a level of 214.5 (1926=100) by November, 1944, as compared with 203.8 for December 1943. For Chile the composite wholesale index stood at a level of 872.8 (1913=100) in September, 1944, against 805.6 in December, 1943. Since the beginning of the war the level of both the Chile and Argentina indexes has more than doubled. Influenced by foods and other goods for consumption, the wholesale index for Mexico advanced from 200.8 (1929=100) in December, 1943 to 237.9 in December, 1944, though the rate of increase in the second half of the year was considerably slower than in the first half. The India (Calcutta index) recorded very little change through 1944, the latest available figure of 299 (July 1914=100) for November, comparing with a level of 301 for December, 1943. Wholesale indexes for Australia and New Zealand recorded relatively small changes in 1944, the composite figure for the former country advancing 0.9 points to 126.8 (1928-29=100) between December, 1943, and November, 1944, while that for the latter recorded a gain of 9 points to 1574 (1926-30=1000) in the same interval.

Fluctuations in cost-of-living indexes in 1944 generally followed the pattern set by wholesale price indexes. The Canadian cost-of-living index recorded a declining tendency in the second half of the year to close at 118.5

(1935-39=100) compared with 119.3 for December, 1943. Lower quotations for foods coupled with rebates in electricity bills in the fuel and lighting section were largely responsible for the decline. In the same interval the Bureau of Labor Statistics cost-of-living index for the United States registered a gain of 2.6 points to close at 127.0 (1935-39=100). Substantial increases in clothing and home-furnishings were responsible for this increase. The United Kingdom cost-of-living index of the Ministry of Labour (July, 1914=100) moved down 1 point to 201 between September and December, 1944, but recorded an increase of 2 points over December, 1943. Higher prices for fuel and light coupled with a small advance in clothing was responsible for the increase. There was no change recorded in living costs in Switzerland in the final quarter of 1944, the index remaining at 208 (June, 1914=100). This was 3 points above the December, 1943, level. Sub-group changes showed foods, clothing, fuel and light and rent all higher during the year. Among Latin-American countries the Argentine cost-of-living index recorded a gain of 1.4 points to 110.4 (1939=100) between December, 1943 and October, 1944, while a similar series for Chile advanced from 358.9. (March, 1928=100) to 419.9 by September, 1944. The cost-of-living index for Rio de Janeiro, Brazil (1912=100) continued to record sharp increases in 1944. It was 585 for November against 515 for December, 1943, while that for Lima, Peru, rose 22.8 points to 189.3 (1934-36=100) between December, 1943 and December, 1944. The Australian quarterly cost-of-living index for six capital cities closed the year at 1,270 (July, 1936-June, 1939=1000) compared with 1,273 in September and 1,266 in December, 1943. Food, groceries and clothing were mainly responsible for the advance.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at December 31, 1944

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

*Amended by Orders in Council P.C. 6287, August 10, 1943, and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT DECEMBER 31, 1944

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	249	329	352	737	643
Average monthly pension.....	24.46	24.69	24.67	24.60	24.29
*Percentage of pensioners to total population.....	.031	.037	.048	.159	.106
Dominion Government's contributions for quarter ended Dec. 31, 1944.....	\$13,704 78	\$18,407 93	\$19,476 06	\$40,711 05	\$35,220 27
Amounts charged to War Appropriation for quarter ended Dec. 31, 1944 and included in Dominion Government's contributions for the same period	\$5,782 71†	\$3,790 98	\$4,035 22	\$8,365 52	\$7,397 55
Dominion Government's contributions April 1-Dec. 31, 1944.....	\$40,547 40	\$54,717 49	\$65,712 70	\$120,849 16	\$105,136 99
Amounts charged to War Appropriation April 1-Dec. 31, 1944 and included in Dominion Government's contributions for the same period.....	\$8,210 59	\$11,076 20	\$20,110 41‡	\$24,666 46	\$21,819 67
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$249,172 77	\$371,613 58	\$375,316 80	\$840,555 53	\$712,586 42
Amounts charged to War Appropriation since amendment under War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$13,825 34	\$18,926 01	\$20,110 41	\$33,973 20	\$26,634 99

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,487	112	2,366	332	6,607
Average monthly pension.....	24.59	22.33	24.75	24.94	
*Percentage of pensioners to total population.....	.038	.123	.068	.039	
Dominion Government's contributions for quarter ended Dec. 31, 1944.....	\$84,554 14	\$5,601 94	\$134,112 46	\$18,984 31	\$370,772 94
Amounts charged to War Appropriation for quarter ended Dec. 31, 1944 and included in Dominion Government's contributions for the same period	\$18,328 89	\$1,120 39	\$27,515 72	\$3,827 38	\$80,170 36
Dominion Government's contributions April 1-Dec. 31, 1944.....	\$246,286 89	\$16,458 77	\$392,236 55	\$55,798 34	\$1,097,744 29
Amounts charged to War Appropriation April 1-Dec. 31, 1944 and included in Dominion Government's contributions for the same period.....	\$49,376 99	\$3,291 75	\$80,091 27	\$11,238 38	\$229,881 72
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,772,723 58	\$104,048 37	\$2,540,583 06	\$365,354 13	\$7,331,954 04
Amounts charged to War Appropriation since amendment under War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$73,909 08	\$5,542 97	\$136,508 46	\$19,111 47	\$348,541 93

* Percentages based on the estimated population as at June 1, 1943—Dominion Bureau of Statistics.

† Includes amount of \$3,000.90 charged to War Appropriation for the period July 1-Sept. 30, 1944.

‡ Dominion Government's contributions under War Appropriation for the period Sept. 1, 1943-March 31, 1944, amounting to \$8,285.86 charged to 1944-45.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT DECEMBER 31, 1944

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	11,319	15,129	12,348	12,261	14,047	58,099
Average monthly pension.....	24.18	24.45	24.50	22.11	22.53	23.89
*Percentage of pensioners to total population.....	1.43	1.68	1.70	2.65	2.31	1.48
*Percentage of persons over 70 years of age to total population.....	3.16	4.67	3.99	4.54	5.11	4.90
*Percentage of pensioners to popula- tion over 70 years of age.....	45.28	36.02	42.58	58.39	45.31	30.26
Dominion Government's contribu- tions for quarter ended Dec. 31, 1944.....	\$604,493 48	\$823,265 33	\$643,598 65	\$605,967 05	\$706,546 41	\$3,160,164 33
Amounts charged to War Appropria- tion for quarter ended Dec. 31, 1944, and included in Dominion Government's contributions for the same period.....	\$276,347 04†	\$175,118 20	\$138,953 53	\$137,844 87	\$158,940 30	\$671,882 48
Dominion Government's contribu- tions April 1-Dec. 31, 1944.....	\$1,792,376 66	\$2,411,175 83	\$2,233,148 83	\$1,784,260 70	\$2,098,009 62	\$9,111,329 04
Amounts charged to War Appropria- tion April 1-Dec. 31, 1944, and included in Dominion Govern- ment's contributions for the same period.....	\$371,802 48	\$502,309 33	\$699,330 05‡	\$406,023 66	\$464,972 02	\$1,805,664 55
Dominion Government's contribu- tions from inception of Act.....	\$20,713,564 43	\$28,584,163 84	\$27,279,648 21	\$13,407,513 60	\$20,653,125 51	\$126,878,070 81
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's con- tributions from inception of Act..	\$587,434 73	\$827,543 59	\$699,330 05	\$445,574 59	\$517,230 74	\$2,656,223 54

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,914	49,198	12,803	9	187,127
Average monthly pension.....	18.59	23.96	24.70	24.44	
*Percentage of pensioners to total population.....	2.10	1.42	1.52	0.08	
*Percentage of persons over 70 years of age to total population.....	6.59	3.18	3.33	1.61	
*Percentage of pensioners to popula- tion over 70 years of age.....	31.90	44.73	45.73	4.66	
Dominion Government's contribu- tions for quarter ended Dec. 31, 1944.....	\$78,511 32	\$2,628,455 74	\$698,426 56	\$662 82	\$9,950,091 69
Amounts charged to War Appropria- tion for quarter ended Dec. 31, 1944, and included in Dominion Government's contributions for the same period.....	\$15,702 26	\$547,999 29	\$147,699 53	\$121 88	\$2,270,609 38
Dominion Government's contribu- tions April 1-Dec. 31, 1944.....	\$232,549 76	\$7,750,259 49	\$2,098,869 90	\$2,134 11	\$29,514,113 94
Amounts charged to War Appropria- tion April 1-Dec. 31, 1944, and included in Dominion Govern- ment's contributions for the same period.....	\$46,509 94	\$1,610,750 45	\$436,496 68	\$393 88	\$6,344,253 04
Dominion Government's contribu- tions from inception of Act.....	\$2,165,896 48	\$83,422,992 43	\$25,634,708 90	\$26,847 04	\$328,766,531 25
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's con- tributions from inception of Act..	\$77,723 52	\$2,746,654 99	\$729,326 55	\$704 90	\$9,287,747 20

* Percentages based on the estimated population as at June 1, 1943—Dominion Bureau of Statistics.

† Includes amount of \$149,792.18 charged to War Appropriation for period July 1-Sept. 30, 1944.

‡ Dominion Government's contributions under War Appropriation for the period Sept. 1, 1943-March 31, 1944 amounting to \$288,541.49 charged to 1944-45.

Industrial Accidents

Fatal Industrial Accidents in Canada, 1944

Analyzed According to Industries, Causes, Localities and Months

AN analysis of fatal industrial accidents in Canada during the calendar year 1944 by industries, causes, provinces and months is presented in the accompanying tables. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment; also included are fatalities from industrial diseases reported chiefly by provincial workmen's compensation boards. Quarterly reviews, each containing an analysis of accidents occurring during the period covered, appeared in the *LABOUR GAZETTE*, for May, August and November, 1944, and February, 1945.

The record is compiled from reports from the following governmental authorities,—The Board of Transport Commissioners of Canada; the Explosives Division of the Federal Department of Mines; the Workmen's Compensation Boards of Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia; the Ontario Chief Factory Inspector; and the British Columbia Department of Mines. In addition, reports were received also from the correspondents of the *LABOUR GAZETTE* resident in the principal industrial centres throughout Canada.

Industrial accidents reported in the press are also included in the record after inquiry has been made to avoid duplication. Most of the accidents in agriculture are recorded from press reports, and while it is not known to what extent the accidents in this industry are covered, it is believed that in this respect the record is fairly complete. To a great extent, however, the information obtained from press reports is used to supplement information received from official sources.

Table I gives an analysis of accidents by industries and causes, Table II by provinces, and Table III by months. The last two tables also include summary figures for 1943, which are a final revision of the figures published in the *LABOUR GAZETTE*, March, 1944, by the inclusion of accidents occurring in 1943 which were reported too late for incorporation into the annual statements. The accidents are included in the supplementary reports in the *LABOUR GAZETTE*, for May, August and Novem-

ber, 1944, and February, 1945. The figures for 1944, being still incomplete are accordingly to some extent not comparable with the completed figures for 1943.

In some industries, where considerable changes in figures from year to year appear, these may be attributed to changes in industrial conditions or to particular occurrences. For example in fishing and trapping there was a decrease in the number of fatalities from 49 in 1943 to 28 in 1944, which may be explained by the fact that during 1943 there was a serious disaster in this industry when 21 fishermen were drowned. Similarly, in the transportation group, the decrease in water transportation from 73 in 1943 to 36 in 1944 may be partly accounted for by the fact that there was a major disaster in this industry in 1943. There were decreases in fatalities in the mining group from 213 in 1943 to 153 in 1944, and in the construction group from 154 in 1943 to 99 in 1944, which may be largely due to reductions of employment in these industries.

There was no serious disaster resulting in the loss of a large number of lives during the period under review. Six grain elevator employees lost their lives when burned in an explosion and fire which wrecked an elevator, at Midland, Ontario, on July 8. The explosion was caused by spontaneous combustion while the men were sweeping up dust. Two men were killed instantly and the other four died on July 9.

When sprayed and burned following an explosion of a vat of molten galvanizing solution, six tube factory workers received fatal injuries, at Montreal, on July 21. One man was killed instantly, four died on July 23 and one on July 26.

When three fishing boats were swamped in a storm, off Richibucto, N.B., on June 13, four fishermen were drowned from one boat, four fishermen from another boat, and two fishermen from a third boat.

On November 16, near North Bend, B.C., a train was derailed when it struck a rock-slide, and an engineer, a fireman, a conductor and a trainman were killed. When a train struck an express truck in which they were

riding, at Chippawa, Ontario, on March 22, a motorman and two electricians were killed. A speeder jumped a track on a logging railway, while transporting workmen, near Kapuskasing, Ontario, and a roadmaster and two sectionmen were killed, on June 7. On May 15, a locomotive exploded near Cayuga, Ontario, killing an engineer, a fireman and a brakeman. Three trackmen lost their lives, near Rodney, Ontario, on May 19, when a train struck a jigger on which they were riding.

Three labourers engaged in building construction were electrocuted when a ladder on which they were standing touched a high voltage wire, at St. Redempteur, Quebec, on August 3. A riding rake carrying men to work plunged down a slope when the engine of the haulage rope failed and three coal miners lost their lives at Glace Bay, N.S., on December 18. When a train struck a truck, on December 22, three gas plant employees were killed, at Sherbrooke, Quebec. Three plasterers were killed when a train struck their auto, at Bourget, Ontario, on December 4. At Halifax, N.S., on November 4, three employees lost their lives at a fire in a hostel.

Fatalities by Causes

The classification of accidents according to causes shows that the largest number, 392, came under the category "moving trains, vehicles, etc." This includes all accidents due to cars or engines, including mine and quarry cars, and to automobiles and other power vehicles and horse drawn vehicles, as well as accidents caused by moving implements (both those impelled by power and those drawn by horses), by moving watercraft and by aircraft (civil aviation). The largest number of accidents in this category, 129, appears under the heading "automobiles and other power vehicles and implements", with 111 classified under the heading "being struck or run over by, or crushed by or between cars and engines," (62 of these being in steam railways); 39 were caused by animal drawn vehicles and implements; 36 were in connection with watercraft (16 of these being in water transportation); 25 were due to derailments and collisions (22 of which were in steam railways); 19 appear under aircraft; 18 were caused by mine and quarry cars; and 15 by persons falling from or in cars or engines.

Next in order were "falling objects," causing 170 fatalities, of which 51 were due to falling trees and limbs, 44 to mine and quarry cars, 38 to objects falling from elevations, loads, piles, 18 to breaking or loosening of straps, cables, etc., 7 to collapse of structure, and 12 to other falling objects.

"Falls of persons" caused 166 fatalities, of which 53 were from elevations, 42 into pits, shafts, harbours, rivers, etc., 14 from ladders 13 on sharp objects, 10 into holds of vessels, 10 from loads, etc., 9 due to collapse of support, 7 falls on the level, 5 down stairs and inclines, and 3 into tanks, vats, kilns, etc.

Fatalities numbering 140 were caused by "dangerous substances", classified as follows: 36 were due to hot and inflammable substances and flames, 35 to electric current, 24 to conflagrations, 19 to explosive substances, 16 to gas fumes, poison, etc., and 10 to steam escapes, boiler explosions, compressed air.

Hoisting apparatus caused 39 fatalities, 34 were caused by animals, 33 by striking against or being struck by objects, 30 by prime movers, 30 by handling of objects, 8 by working machines, and 6 by tools.

The category "other causes" includes 116 fatalities of which 90 were due to industrial disease, strain, etc., 12 to lightning, frost, storms, sunstroke, 5 to shooting and violence, 4 to cave-ins, land slides, ice jams, etc., 2 to drownings not elsewhere specified, 1 to infection, not elsewhere specified, and 2 concerning which no particulars were available.

Fatalities by Provinces

The classification of accidents according to provinces shows that the largest number, 445, occurred in Ontario. There were 231 in Quebec, 137 in British Columbia, 84 in Nova Scotia, 67 in Alberta, 50 in Saskatchewan, 46 in Manitoba, 44 in New Brunswick, 9 in Prince Edward Island, and 1 in Yukon and Northwest Territories. In Ontario the fatalities occurred by industries as follows: manufacturing, 128; transportation and public utilities, 100; mining, non-ferrous smelting and quarrying, 55; agriculture, 43; construction, 37; logging, 33; trade, 21; service, 20; central electric stations, 6; fishing and trapping, 2. In Quebec, the largest number, 72, was in manufacturing, with 56 in transportation and public utilities, 25 in construction, 21 in mining, non-ferrous smelting and quarrying, 15 in agriculture, 14 in logging, 13 in trade, 11 in service, and 4 in central electric stations. In British Columbia there were 60 fatalities in logging, 37 in mining, non-ferrous smelting and quarrying, 32 in manufacturing, 26 in transportation and public utilities, 11 in construction, 7 in agriculture, 5 in trade, 5 in service, 3 in fishing and trapping, 1 in central electric stations. In Nova Scotia and Alberta there were respectively 21 and 14 fatalities in mining, non-ferrous smelting and quarrying, and no other industry experienced as many fatalities in these provinces. Transportation and Public Utilities registered the largest number in

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products ^a	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
A.—Prime Movers:																					
1. Motors, engines, fans, pumps and automatic stokers.....				1	1				1			1									
2. Shafting, coupling, collars, set screws and keys.....				1				1	4						2	1			1		
3. Belts, lines, pulleys, chains and sprockets.....	1	1		2	1			1	11	1	1	1		2	1				1		3
4. Gears, cogs, cams and friction wheels.....				1		1			5		2			1	1						1
Total.....	1	1		5	2	1		2	21	1	3	2		5	2	1			2		4
B.—Working Machines.....	1								5								1	1	2	1	
C.—Hoisting Apparatus:																					
1. Elevators.....		1		2	2				13	2	1	1							1	4	1
2. Conveyors and others.....									10	1					2	1			3	3	1
Total.....		1		2	2				23	3	1	1			2	1			1	7	2
D.—Dangerous substances:																					
1. Steam escapes, boiler explosions, compressed air.....		1		1	1				5	1					3	1					
2. Explosive substances.....	4		1	4	2		2		7						1				1	2	
3. Electric current.....									10						1	1			2	2	2
4. Hot and inflammable substances and flames.....	1			2	1		1		26			1				1			14	2	3
5. Conflagrations.....	6								2							1					
6. Gas fumes, poison, etc.....				5	3		2		5			1							1	1	2
7. Explosions, mine (gas, coal dust, etc.).....																					
Total.....	11	1	1	12	7		5		55	1				2	4	1	4		18	7	7
E.—Striking against or being struck by objects:																					
1. Striking against objects.....									3						1				1		
2. Being struck by objects.....	2	3							20						5	4	1		7	1	1
Total.....	2	3							23						5	5	1		8	1	1
F.—Falling objects:																					
1. Collapse of structure.....			1						1							1					
2. Breaking or loosening of straps, cables, etc.....			9	5	2	3			2												1
3. Objects falling from elevations, loads, piles.....	2	10		1	1				12			1		2	1	1			6	1	
4. Objects falling in mines and quarries.....	4	40		44	23	18	3														
5. Falling trees and limbs.....	4	2		1	1				4			1				1					
6. Others.....	2																				
Total.....	8	62		51	27	21	3		19			1	1	2	2	2			6	1	1
G.—Handling of objects:																					
1. Heavy objects, rolling, carrying, loading, etc.....		14		1		1			7		1				3				2		
2. Sharp objects.....									5		1	1			1				1		
Total.....		14		1		1			12		2				4				2	1	
H.—Tools.....		2							3			1							1		
I.—Moving trains, vehicles, etc.:																					
1. Derailments, collisions.....									1										1		
2. Being struck or run over by, or crushed by, or between cars and engines.....	10	2							5						1				1		3
3. Falling from or in cars or engines.....																					
4. Mine and quarry cars.....				16	3	12	1		2												2
5. Automobiles and other power vehicles and implements.....	23	14	1	1	1				9						2						4
6. Animal drawn vehicles and implements.....	8	1	24																		
7. Water craft.....		10		3	2		1														
8. Air craft.....									2												2
Total.....	41	27	25	20	6	12	2		19					3					10		4

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metaliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products	
J.—Animals:																						
1. Horses, n.e.s.....	16	8							1	1												
2. Other animals.....	5																					
Total.....	21	8							1	1												
K.—Falls of persons:																						
1. From elevations.....	2								14	1	1				1				4			
2. From ladders.....	2			1	1				1										1			
3. Into pits, shafts, harbours, rivers, etc.....	3	11		6	5	1			11	1	2					2		1	1		1	
4. Into holds of vessels.....									6													
5. On the level.....	1			1	1				2										2			
6. From loads, etc.....	8								2										2			
7. Collapse of support.....		1	2						2										2			
8. On sharp objects.....									10						10							
9. Down stairs and inclines.....									2	1										1		
10. Into tanks, vats, kilns, etc.....	1								2											1		
Total.....	17	12	2	8	7	1			48	3	2	1			11	2		1	11	1	1	1
L.—Other causes:																						
1. Infection, n.e.s.....									1										1			
2. Industrial disease, strain, etc.....		1		51	48	1	1	1	31	1									20	1	7	
3. Drownings n.e.s.....	1								1													1
4. Shooting and violence.....																						
5. Cave-ins, land slides, ice jams, etc.....																						
6. Lightning, frost, storms, sunstroke.....	5			2	2				2						1		1					
7. No particulars.....	1			1	1																	
Total.....	7	1		54	51	1	1	1	35	1					1	1			21	1	8	1
Grand Total.....	109	132	28	153	102	36	12	3	264	8	6	6	5	3	37	10	13		3	88	12	28

Manitoba and New Brunswick, there being respectively 13 and 12 in this industry. In Saskatchewan the largest number, 19, was in agriculture.

Fatalities by Industries

The total number of fatalities recorded for the year was 1,164, being classified under the various groups of industries as follows: manufacturing, 264 or 22.68 per cent of the total; transportation and public utilities, 252 or 21.65

per cent; mining, non-ferrous smelting and quarrying, 153 or 13.14 per cent; logging, 132 or 11.34 per cent; agriculture, 109 or 9.36 per cent; construction, 99 or 8.50 per cent; service, 59 or 5.07 per cent; trade, 50 or 4.30 per cent; fishing and trapping, 28 or 2.41 per cent; central electric stations, 17 or 1.46 per cent; finance, 1 or .09 per cent.

The fatalities by months indicate that the greatest number, 129, occurred in June, while the lowest total, 67, was recorded in April.

CANADA IN 1944, BY INDUSTRIES AND CAUSES—(Continued)

Chemical and allied products	Shipbuilding	Miscellaneous products	Construction	Buildings and structures	Railway	Highway and bridge	Miscellaneous	Central Electric Station	Transportation and Public Utilities	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public administration	Recreational	Laundry, dyeing and cleaning	Personal, domestic and business	Professional	Unclassified	Total
									1					1					2				1		1					29
									1					1					2		2		1		1					34
	7		22	20		2			7	4		2							3	1	2		5			4	1			53
			5	5					3	2													2			2				14
	2	1	5		1	2	2		3			3							1	1	1		2	1		1				42
	6								4			4																		10
			1			1			1											1	1			1	1					7
			3	2				1	1				1																	10
			1	1					1	1										1	1									9
			1	1					1	1										1	1									13
									1		1												1							5
									1														1							3
	15	1	37	29	1	5	2	1	22	8	1	9	1	1	1	1	1		6	1	5		13	4		8	1			166
																														1
	2		1			1			3	1			1		1								3	2		1				90
																				1	1	1	3	2	1					2
			1			1			3	1			2																	5
									3	2																				4
																														12
																														2
	2		2		1	1			9	4			3	1	1	1	1		1	1	1	1	6	4	1	1	1			116
14	26	5	99	55	3	32	9	17	252	126	8	36	14	51	11	2	4		50	13	37	1	59	38	2	1	17	1		1,164

The table gives the total number of persons gainfully employed in most of the industries, the latest census figures available being given in each case. For agriculture, logging, construction, trade, finance, service, etc., the figures were those of the decennial census of 1941; for manufacturing and mining, from the annual census of industry for 1942; for fishing,

central electric stations, steam railways, street and electric railways, telegraphs and telephones, and express, from the annual census of industry for 1943.

While the latest figures available as to numbers employed are not in any instance those for the year under review, they are included, however, for general comparative purposes.

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (a)

Industry	1944 (c)										1943 (b)											
	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture		3	2	15	43	9	19	11	7	109		4	1	4	52	5	7	19	7			99
Logging		4	6	14	33	1	3	11	60	132		4	4	32	36	3	1	7	64			151
Fishing and Trapping (a)	3	8	10		2	2			3	28		28		6					2	11		49
Mining, non-ferrous smelting and quarrying		21		21	55	3	1	14	37	133		42	1	26	52	1	4	38	48			213
Metaliferous mining.....				12	52	3		11	34	102			1	18	47	1		39			106	
Coal mining.....		21		1	1				3	36		41					4	31			85	
Non-metallic mineral mining and quarrying, n.e.s.....				6	1		1	3	1	12		1	1	8	1			7			18	
Structural materials.....				1	2					3				4								4
Manufacturing	1	12	9	72	128	4	3	3	32	264		29	8	84	126	5	5	5	48			310
Vegetable foods, drink and tobacco.....			1	1	5		1		1	8				8	2			1				17
Animal foods.....			1	3	1				1	6		1		3	4							7
Textiles and clothing.....			2	1	4				1	5				2	3							3
Leather, fur and products.....			1	3	1				1	6				2	3							4
Rubber products.....			1	3	1				1	6				1	2			3	2			40
Saw and planing mill products.....		1	4	12	6		1	1	12	37		3	1	6	0	1	3	2	18			45
Wood products.....			3	4	3				2	10				1	2				3			17
Pulp, paper and paper products.....			1	1	1				1	4				1	2				3			6
Printing and publishing.....			1	1	1				1	4				16	54	1			6			83
Iron, steel and products.....	1	7		8	60	2	1		1	88		5	1	13	4			2	1			17
Non-ferrous metal products.....			4	7	1				3	28				3	18				1			24
Non-metallic mineral products.....			7	5	1		2		4	14		19	4	4	17				1			61
Chemical and allied products.....		4	2	10	1				9	26				1	7				19			8
Shipbuilding.....				5	5					10				1	7							
Miscellaneous products.....										5				1	7							
Construction	1	8	2	25	37	2	2	11	11	99		8	3	45	37	3	2	10	46			154
Buildings and structures.....		5	1	18	21	2	1	1	6	55		5	2	25	19	1	1	5	13			71
Railway.....				1	2				1	3				1	1							5
Highway and bridge.....	1	3	1	4	9		1	8	5	32		2	1	10	10	1	1	2	28			55
Miscellaneous.....				2	6			2		9		1		10	8			1	8			27

Central Electric Stations.....	2	4	6	3	1	1	1	1	1	6	6	1	1	1	16						
Transportation and Public Utilities...	4	18	12	56	100	13	14	9	26	17	2	29	17	96	104	20	13	11	40	2	334
Steam railways.....	4	6	7	19	55	10	8	5	12	126	1	12	10	34	54	16	11	8	11	1	156
Street and electric railways.....	1	1	1	2	1	1	1	1	2	8	1	1	1	2	2	2	2	1	1	1	6
Water transportation (a).....	7	1	9	10	1	1	1	1	8	36	2	15	4	7	22	1	1	23	1	1	73
Air transportation (a).....	3	2	17	22	1	2	1	1	4	14	1	1	3	44	2	3	1	1	4	2	49
Local and highway transportation.....	1	1	7	1	2	1	1	1	1	51	1	1	3	8	18	3	1	1	2	1	38
Storage.....	1	1	2	1	1	1	1	1	2	11	1	1	1	1	3	1	1	1	1	1	7
Telegraphs and telephones.....	2	2	2	1	1	1	1	1	1	4	1	1	1	1	1	1	1	1	1	1	2
Express.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Unclassified.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Trade.....	3	1	13	21	21	2	2	8	5	50	2	2	2	15	25	4	3	4	4	4	59
Wholesale.....	3	1	2	6	6	2	2	3	5	13	1	1	1	2	7	1	2	2	2	2	17
Retail.....	3	1	11	15	15	2	18	5	5	37	2	1	1	13	18	3	1	2	2	2	42
Finance.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Service.....	5	2	11	20	11	6	5	5	5	59	2	2	2	15	36	13	2	4	5	4	79
Public administration.....	1	2	10	14	4	3	2	2	2	38	1	1	1	10	18	3	1	4	3	1	40
Recreational.....	1	1	1	1	1	1	1	1	1	2	1	1	1	1	2	1	1	1	1	1	4
Laundry, dyeing and cleaning.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3
Custom and repair.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3
Personal, domestic and business.....	4	1	1	4	2	1	2	1	3	17	2	1	1	4	6	2	1	1	1	1	11
Professional establishments.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	9	5	1	1	1	1	20
Unclassified.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total.....	9	84	44	231	445	46	56	67	187	1,164	8	149	36	324	480	54	37	101	274	2	1,465

(a) Includes accidents to seamen, fishermen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for May, August and November, 1944, and February, 1945.
 (b) Revised figures for 1943.
 (c) Preliminary figures.

TABLE III—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1944 BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1944, (f)	Per cent of total	Total fatalities in 1943 (e)	Per cent of total	Number gainfully employed latest Census
Agriculture	3	4	4	6	11	14	13	13	17	11	5	8	109	9.36	99	6.76	(a) 1,081,994
Logging	16	13	15	3	13	16	12	8	7	17	7	5	132	11.34	151	10.31	(a) 93,850
Fishing and Trapping	2	1	1	4	15	1	1	1	1	3	2	2	28	2.41	49	3.34	(d) 61,459
Mining, Non-ferrous Smelting and Quarrying	17	11	7	12	14	14	13	14	11	12	13	15	153	13.14	213	14.54	(b) 112,043
Metalliferous mining.....	12	7	5	10	8	11	7	10	9	10	5	8	102	8.76	106	7.24	64,185
Coal mining.....	4	4	2	2	3	1	4	3	2	1	4	6	36	3.09	85	5.80	26,205
Non-metallic mineral mining and quarrying, n.e.s.....					3	2	2	1	1	2	1	1	12	1.03	18	1.23	16,029
Structural materials.....	1											2	3	.26	4	.27	9,624
Manufacturing	17	17	36	14	25	25	26	30	19	19	19	17	264	22.65	310	21.16	(b) 1,152,091
Vegetable foods, drink and tobacco.....	2	1	1	1	1	1	1	1	1	1	1	1	8	.69	17	1.16	99,979
Animal foods.....	1				1	1	1	1	1	1	1	1	6	.51	5	.34	48,444
Textiles and clothing.....			2		3			1					6	.52	7	.48	169,478
Leather, fur and products.....	1				1			1	1	1	1	1	5	.43	3	.20	38,594
Rubber products.....					1	1	1	1	1	1	1	1	3	.26	4	.27	15,497
Saw and planing mill products.....	3	2	8		5	5	2	4	1	2	2	3	37	3.18	40	2.73	62,059
Wood products.....	2	4	1	1	1	1	1	1	1	1	1	1	10	.86	5	.34	30,259
Pulp, paper and paper products.....	2	2		1	1	2	4	2	1	1	1	1	13	1.12	17	1.16	54,551
Printing and publishing.....								2	1	1	1	1	3	.26	2	.14	39,237
Iron, steel and products.....	1	7	11	6	7	8	15	9	5	5	6	8	88	7.56	83	5.67	310,713
Non-ferrous metal products.....	2	2	2	1	1	1	1	1	1	1	1	1	12	1.03	17	1.16	90,937
Non-metallic mineral products.....	2	3	3	2	1	4	1	2	2	1	4	4	28	2.40	17	1.16	30,707
Chemical and allied products.....	2	1	1	2	1	1	2	2	2	2	2	1	14	1.20	24	1.64	93,030
Shipbuilding.....	2	1	3	2	3	3	4	3	1	3	1	1	26	2.23	61	4.16	50,132
Miscellaneous products.....	1	2							1	1	1	1	5	.43	8	.55	22,474
Construction	6	3	7	8	12	7	9	15	7	10	6	9	99	8.50	154	10.51	(a) 220,350
Buildings and structures.....	3	1	4	3	5	4	4	9	5	5	5	7	55	4.72	71	4.85	(a) 182,041
Railway.....			1				1	1					3	.26	1	.07	.....
Highway and bridge.....	3	2	1	4	3	3	3	4	1	5	1	2	32	2.75	55	3.75	.....
Miscellaneous.....		1	1	4	1	1	1	1	1	1	1	1	9	.77	27	1.84	.....
Central Electric Stations	1	1	1	4	2	1	2	1	2	1	4	1	17	1.46	16	1.09	(c) 19,120
Transportation and Public Utilities	23	18	20	18	26	27	21	26	17	21	21	14	252	21.65	334	22.80	.....
Steam railways.....	15	10	13	7	12	13	9	11	5	9	13	9	126	10.83	156	10.65	(c) 169,663
Street and electric railways.....	2	1	1	1	1	1	1	1	1	1	1	1	8	.69	6	.41	(c) 17,896
Water transportation.....	1	4	1	6	7	3	2	4	4	3	1	3	36	3.09	73	4.98	(a) 32,764
Air transportation.....	2	1	1	3	1	1	1	1	1	1	1	1	14	1.20	49	3.34	.....
Local and highway transportation.....	3	2	3	8	4	4	3	9	6	4	1	4	51	4.38	38	2.59	(a) 54,874
Storage.....			1	1			6		1	2			11	.95	7	.48	(a) 10,285
Telegraphs and telephones.....					1		1		1				2	.17	2	.14	(c) 29,024
Express.....			2		1		1						4	.34	1	.07	(c) 5,936
Unclassified.....															2	.14	.....
Trade	4	10	3	2	4	3	5	1	7	4	4	3	50	4.30	59	4.03	(a) 465,120
Wholesale.....	1	3	1	1	1	3	1	2	2	1	1	1	13	1.12	17	1.16	112,931
Retail.....	3	7	3	1	3	1	4	1	5	4	3	3	37	3.18	42	2.87	352,189
Finance					1								1	.09	1	.07	(a) 89,665
Service	2	2	4	3	11	5	4	10	5	3	6	4	59	5.07	79	5.39	(a) 792,340
Public administration.....	1		2	3	9	4	1	7	2	2	3	4	38	3.26	40	2.73	135,874
Recreational.....							1	1					2	.17	4	.27	17,519
Laundering, dyeing and cleaning.....					1								1	.09	3	.20	22,711
Custom and repair.....															11	.75	.....
Personal, domestic and business.....	1	1	2		2		2	2	3	1	3		17	1.46	20	1.37	352,221
Professional.....		1											1	.09	1	.07	264,015
Unclassified																	(a) 45,915
Total	91	79	97	67	124	129	104	120	91	97	88	77	1164	100.00	1,465	100.00	.....

(a) Decennial census of 1941.

(b) Annual census of industry 1942.

(c) Annual census of industry 1943.

(d) Fishermen only, annual census of industry 1943.

(e) Revised figures for 1943.

(f) Preliminary figures.

Fatal and Non-Fatal Accidents in Canada Reported by Provincial Workmen's Compensation Boards

The Labour Department's records of industrial accidents include only fatal accidents and fatalities arising out of employment; including those due to industrial diseases, etc. The only information of a comprehensive nature as to non-fatal accidents is from the Workmen's Compensation Boards in the various provinces, except that in manufacturing, mining, steam and electric railway operation, additional information is available from various governmental departments and commissions.

The annual reports of the several Workmen's Compensation Boards are reviewed from time to time in the *LABOUR GAZETTE*, information being given as to accidents, amounts paid in compensation, etc. The annual reports of the Provincial Workmen's Compensation Boards for 1943 were summarized in the following issues; New Brunswick and Saskatchewan, April, 1944, pages 543 to 544; Ontario and British Columbia, November, 1944, pages 1445 to 1446; and Nova Scotia, Manitoba, Alberta and Quebec, elsewhere in this issue on pages 437 to 440.

In none of the provinces does the Board have jurisdiction over accidents in all industries, so that the accidents recorded are those in certain industries only. Most of the Boards

deal with accidents in logging, mining, manufacturing, construction, transportation and public utilities, excluding agriculture, trapping, finance, domestic service, etc., but include to some extent, fishing, trade and government service.

The accompanying table summarizes the figures as to non-fatal accidents recorded by the several Workmen's Compensation Boards, for 1938, 1939, 1940, 1941, 1942, 1943 and also include some preliminary figures for 1944. It may be observed that the Department of Labour's figures show more fatal industrial accidents as occurring during each year than the total number of fatal accidents which was included by the Provincial Workmen's Compensation Boards for that year. This difference is largely accounted for by the fact that the Provincial Boards do not record accidents in all industries. In addition, however, the Boards' records only show accidents to employees, while the records of the Department of Labour register accidents to all persons occupied in industry, including employers and workmen carrying on their own business, of whom there are many, particularly in trucking, trade, etc., as well as in agriculture.

Workmen's Compensation in Nova Scotia, Quebec, Manitoba and Alberta

THE heavy demands for manpower in war-time industries have, of necessity, involved the employment in industry of many less experienced workers. Consequently, the ratio of industrial accidents has increased during the war years. However, there are indications that the peak has been passed, especially in eastern Canada. Accident incidence declined in Nova

Scotia and Quebec in 1943, as compared with that of 1942; while the increases in Manitoba and Alberta were relatively small, when compared with that of the first war years.

Brief summaries of the annual reports of the Workmen's Compensation Boards of Nova Scotia, Quebec, Manitoba and Alberta for the year 1943, follow.

Nova Scotia

The increased industrial activity in Nova Scotia during the early war years continued during 1943. There was, however, a decline in industrial accidents, the number being 13,666 as compared with 19,714 in 1942, according to the report of the Workmen's Compensation Board of Nova Scotia for 1943. These were classified as follows: fatal accidents 103, of which only four were non-compensable or disallowed; accidents causing permanent partial disability, 160; accidents causing total disability for seven days or over, 8,988; accidents where medical aid only was paid, 7,115; acci-

dents pending adjustment 1,269; accidents not compensable (other than fatal) 1,031. The number of widows being cared for by the Board at the end of 1943 was 772, an increase of 32 over the previous year. The number of other dependents and workmen wholly or partly disabled for life increased from 2,684 to 2,817.

During the year a total of \$1,718,025.93 was paid out in compensation to the injured and to dependents. The average rate to all employers for the 27 years since the Workmen's Compensation Act was enacted in its present form was 2.15 per hundred dollars of payroll. The rates

INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA, 1938, 1939, 1940, 1941, 1942, 1943 and 1944,
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Province	Medical aid only (a)	Temporary disability	Permanent disability	Fatal	Total
1938					
Nova Scotia.....	3,120	7,586	637	65	11,408
New Brunswick.....	2,573	5,005	240	16	7,834
Quebec.....					58,335
Ontario.....	29,559	21,501	936	276	52,272
Manitoba.....	5,089	4,004	205	33	9,331
Saskatchewan.....	2,077	2,326	88	17	4,508
Alberta.....	5,510	6,255	112	51	11,928
British Columbia.....	12,566	14,028	754	139	27,487
Total.....					183,103
1939					
Nova Scotia.....	3,482	7,715	582	44	11,823
New Brunswick.....	2,577	5,264	263	22	8,126
Quebec.....					53,651
Ontario.....	30,672	21,203	1,020	215	53,110
Manitoba.....	5,128	4,044	196	33	9,401
Saskatchewan.....	2,466	2,670	107	17	5,260
Alberta.....	5,211	6,483	101	37	11,832
British Columbia.....	11,994	14,915	735	132	27,776
Total.....					180,979
1940					
Nova Scotia.....	4,599	8,846	454	49	13,948
New Brunswick.....	3,386	7,257	275	22	10,940
Quebec.....					65,704
Ontario.....	43,346	27,245	1,432	269	72,292
Manitoba.....	5,900	5,055	208	39	11,202
Saskatchewan.....	2,919	3,210	97	23	6,249
Alberta.....	6,132	7,590	211	49	13,982
British Columbia.....	19,732	17,842	748	165	38,487
Total.....					232,804
1941					
Nova Scotia.....	5,894	9,335	511	64	15,804
New Brunswick.....	3,713	7,270	275	37	11,295
Quebec.....					82,568
Ontario.....	63,977	35,999	1,951	363	102,290
Manitoba.....	7,294	5,789	249	46	13,378
Saskatchewan.....	3,238	3,459	105	21	6,823
Alberta.....	5,266	11,455	110	97	16,928
British Columbia.....	24,651	20,889	785	171	46,496
Total.....					205,682
1942					
Nova Scotia.....	7,601	9,530	570	77	17,778
New Brunswick.....	3,930	7,356	215	34	11,535
Quebec.....					96,888
Ontario.....	74,842	40,985	1,950	309	117,886
Manitoba.....	7,548	5,929	265	45	13,787
Saskatchewan.....	3,114	3,516	108	28	6,766
Alberta.....	8,924	9,586	107	63	18,880
British Columbia.....	35,904	28,476	901	194	65,475
Total.....					348,795
1943					
Nova Scotia.....	7,459	8,756	616	100	16,931
New Brunswick.....	3,926	7,175	225	29	11,355
Quebec.....					90,564
Ontario.....	72,532	46,670	1,692	343	121,237
Manitoba.....	7,287	6,399	244	48	13,948
Saskatchewan.....	3,162	3,615	121	23	6,921
Alberta.....	9,035			76	19,700
British Columbia.....	34,919	32,521	979	216	68,635
Total.....					349,291
1944 (b)					
Nova Scotia.....	7,290	8,732	157	61	16,249
New Brunswick.....					12,302
Quebec.....					84,308
Ontario.....					
Manitoba.....	7,151	6,244	233	31	13,659
Saskatchewan.....	3,010	3,626	122	29	6,784
Alberta.....					19,286
British Columbia.....	27,757	31,504	1,057	145	60,463
Total.....					

(a) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for this compensation. The period varies in the several provinces; figures not reported by some boards.

(b) Preliminary figures.

of administration expense to the compensation cost of accidents for all years was 7.07.

The pension fund, which is computed actuarially on a 3½ per cent interest basis, amounted to \$9,569,206.04 at December 31, 1943, as compared with \$8,120,737 a year earlier.

Assessment rates for the various groups in all classes of industries vary with changes in the experience of the industries in the several classes. The provisional assessments made during 1943 were as follows:

Mining	\$1,129,269.60
Lumbering and Woodworking ..	271,169.38
Iron and Steel	311,497.31
Manufacturing and Operating not otherwise specified	155,116.75
Building and Construction	401,119.02
Public Utilities	134,837.51
Transportation	558,710.52
Total	\$2,961,720.09

Quebec

According to the sixteenth annual report of the Quebec Workmen's Compensation Commission, the number of accidents reported in 1943, was 90,564. This was a decrease of 6,324 as compared with the total of 96,888 in 1942. It was, however, considerably above the annual average of 42,381 for the pre-war years, 1931-1939.

The assessments collected by the Commission reflected the high rate of employment in industry throughout the province. It was pointed out in the report that in spite of considerable reductions in certain groups at the end of 1942, provisional assessments in the amount of \$9,222,697 were collected, as compared with the final assessments on employers of \$10,403,998 in 1942. The total of the assessments paid from the inception of the Act on September 1, 1931, to the close of 1943, was \$67,515,011.

The report states that the amount paid out in compensation in 1943 (provisional figure) was \$4,600,397.37. This compared with a total of \$7,856,826.75 in 1942. The largest item on the 1943 expenditure list was for temporary incapacity, \$1,994,635.10. The other items were \$1,007,147.32 for medical aid, \$957,134.62 for permanent incapacity, and \$641,480.33 for fatalities.

The total assets of the Commission as at December 31, 1943, were shown to be valued at \$25,176,563. The book value of investments was \$23,079,198. The accident fund was further protected by reserves set aside to meet various contingencies as follows: reserve for disasters, \$275,483; reserve for possible depreciation of investments, \$781,334. In addition, there was a reserve for unsettled claims and other contingencies amounting to \$3,033,986. Administrative expenses during 1943, amounted to \$592,984.24.

Manitoba

A total of 16,387 accidents were reported to the Workmen's Compensation Board of Manitoba during 1943, the greatest number for any year on record, according to the report of the Board for the calendar year, 1943. Accidents in 1942 numbered 16,228, including 45 fatalities. Details of the accidents as reported by the various groups for the last two years are as follows:—

	1942	1943
Steam railways	1,888	2,391
Province of Manitoba	254	222
City of Winnipeg	346	356
General body of employers.....	12,673	12,124
Winnipeg Electric Co.....	192	237
Dominion Government	875	1,057
Total	16,228	16,387

The total payroll for all classes for 1942 was \$101,986,886.96. The largest group was that of the general body of employers with a total of \$62,182,066, while the Canadian National and

the Canadian Pacific railways had payrolls of \$11,280,737.92 and \$10,732,135.23 respectively.

During 1943, the actual cash disbursed by the Board (less investments) amounted to \$1,229,221.86 as compared with \$1,205,278.81 disbursed during 1942.

The report contains a detailed analysis of compensable accident claims for 1942. The accident claims were classified by causes as follows: Prime movers, 144; working machines. 461; hoisting apparatus, 102; dangerous substances, 346; stepping on or striking against objects, 761; falling objects, 813; handling objects, 1,398; tools, 457; runaways and animals, 64; moving trains, vehicles, etc., 195; falls of persons, 993; all other causes, 505.

In addition to the regular work of administering the Workmen's Compensation Act, the Board has been assigned the task of administering the Old Age and Blind Persons' Pension Act. In that connection, the Board dealt with more than 30,000 claims and paid out more than 36 million dollars, all in small amounts.

Alberta

The total number of accidents reported to the Workmen's Compensation Board of Alberta during the calendar year, 1943, was 19,700, an increase of five per cent over the 18,680 accidents reported in 1942. Fatal cases reported during the year numbered 78. Of these, 76 followed the accidents in from one day to 181 days, while the other two survived their accidents by 13 years and 20 years respectively.

The provisional financial statement of the Board showed that net assessment levies amounted to \$2,649,930.52. During the year 1943, the financial position of the Board improved to the extent of \$692,880.78. Increases were shown for the year of \$98,351.98 in the Accident Fund Reserve; \$122,718.58 in the Medical Aid Fund Reserve; \$145,907.79 in the Silicosis Reserve; \$124,610.20 in the Disaster Reserve; \$104,562.13 in the Contingency Reserve and \$96,730.10 in the Reserve Section required by the Act to provide for cases where a workman does not leave a widow (Section 33 (1) (n)).

Total compensation paid amounted to \$816,492.80; cost of medical services, including administrative and general expenses, \$403,028.37; provision for disasters during the year \$148,830.40, bringing the Reserve for Disasters, at the end of 1943, to \$470,089.20.

It was reported that the merit rating plan applicable to industries with higher assessment rates, set up four years earlier, had been favourably accepted by industry as an incentive to reduce accident costs by organization of safety work. Merit credits in the sum of \$114,925.25 were allowed in 1943 to employers on their 1942 and prior years' accident experience and a further \$177,022 was provided to take care of the estimated 1943 merits.

At December 31, 1943, the Board held \$9,557,942.95 (par value \$9,878,425.14) in various types of investments. It was pointed out that these did not represent surplus or excess funds, but in the main were being held in trust for the benefit of injured workmen and dependents of fatally injured workmen.

During 1943, the Board held numerous meetings with industrial organizations with a view to the organization and enforcement of accident prevention work in the various industries. It was indicated that various organizations worked in close co-operation with the Board's Safety Department. These were furnished each month with a record of their previous month's accident costs, for the purpose of fostering accident-prevention consciousness amongst both employers and employees.

Legislative Proposals to Quebec Government of Canadian and Catholic Confederation of Labour

A MEMORANDUM submitted by the Canadian and Catholic Confederation of Labour to the Government of the Province of Quebec on January 26 recommends changes in provincial labour legislation, mainly in the field of collective bargaining and labour relations.

Expressing the desire of the Confederation to collaborate with the Government to assure social peace in the province, the brief asks that the Minister of Labour make an official declaration as to the future of the Superior Council of Labour, which body, it is suggested, could be entrusted to prepare gradually a provincial labour code setting forth standards of social legislation, providing for obligatory status under the law for all workers' syndicates and unions, and for the institution of labour tribunals to build up a sound jurisprudence in the realm of social legislation. Such action, the brief states, would decide satisfactorily all disputes; even on such controversial questions as union security.

Professional Syndicates Act.—This law, it is suggested, should be amended so as to state that a collective agreement may deal with all matters relative to working conditions, and in particular such matters as wages, hours, apprenticeship, family allowances, the preference to be accorded to union members by an employer when hiring workers, etc.

Labour Relations Act.—While the Confederation approves the provincial Labour Relations Act as to its provisions for compulsory collective bargaining, conciliation procedure and arbitration, it urges that incorporated syndicates be not obliged to offer other proof than that of their legal existence in order to obtain certification from the Labour Relations Board or to set in motion the collective bargaining procedure under the Act; and also that they be not obliged to submit copies of their agreements to both the Department of Labour and the Board.

Public Services Employees Disputes Act.—Modification of the clause in this Act pro-

hibiting affiliation of government employees with outside organizations is suggested so as to permit affiliation with associations which enjoy status under provincial legislation. A three-man council, including employee representation, is suggested to act as an appeal board from arbitration awards rendered under the terms of the Act.

Quebec Trade Disputes Act.—Suggestions are made for the speeding-up of arbitration procedure under this Act.

A number of amendments are also proposed in the Collective Agreement Act and in the Workmen's Compensation Act.

Legislative action to provide holidays with pay for all workers is also urged. Vacations of one week after a year's service and of two weeks after five years' service are asked.

The Confederation is submitting separately a number of briefs on specific subjects such as apprenticeship and conditions in particular trades and industries.

Library of the Department of Labour

Select List of References on Industrial Relations

THIS is the third of a series of bibliographies on labour and related problems compiled by the Library for publication in the *LABOUR GAZETTE*. It consists of a select list of references on industrial relations which are available in the Library of the Department of Labour. Except for a few standard texts the list refers to material published since the war. Earlier lists in this series appeared in the January issue (p. 115) and the February issue (p. 242).

In the February issue on p. 244 the publication listed as *Professional Journal* should have been *Personnel Journal*.

Industrial Relations

GENERAL

American Academy of Political and Social Science. *Labor relations and the war*, edited by Herman Feldman. Philadelphia, American Academy of Political and Social Science, 1942. 244 p.

American Management Association. *Wartime problems of industrial relations*. New York, American Management Association, 1941. 28 p. (Personnel Series No. 51.)

ASKWITH, LORD. *Industrial problems and disputes*. New York, Harcourt, Brace and Howe, 1921. 494 p.

BESSLING, I. *Industrial relations and the determination of conditions of employment in wartime*. (International Labour Review, Montreal, November, 1942, p. 525-568.)

COMPLIN, E. R. *What are the essentials of industrial relations?* (Canadian Business, Montreal, February, 1943. p. 52-54, 102-107.)

FOENANDER, ORWELL DE R. *Solving labour problems in Australia*, being an additional series of essays in the history of industrial relations in Australia. Melbourne, Melbourne University Press, 1941. 168 p.

GILPIN, E. H. *Industrial relationship after the war*. (Industrial Welfare and Personnel Management, London, September-October, 1944. p. 140-143.)

HARE, A. E. C. *Industrial relations and economic theory*. (Economic Record, Melbourne, Australia, June, 1943, p. 11-22).

HEARNSHAW, L. S. *Industrial relations in a New Zealand factory*. (Occupational Psychology, London, January, 1944. p. 1-12.)

International Labour Office. *Studies on industrial relations. I. Siemens Works—Lens Mining Company, London Traffic Combine—State Mines of the Saar Basin—Bata Boot and Shoe Factory*. Geneva, International Labour Office, 1930. 263 p. (Studies and Reports, Series A, No. 33.)

— *Studies on industrial relations. II. The Zeiss Works—The F.I.A.T. establishments—The Philips Works—The Sandvik Steel Works*. Geneva, International Labour Office, 1932. 162 p. (Studies and Reports, Series A, No. 35.)

— *Studies on industrial relations. III. The Canadian National Railways—The Pequot Mills, Salem, Mass., U.S.A.—A Paris department store—The Norwegian Nitrogen Company, Industrial relations in the Grand Duchy of Luxembourg, Geneva, International Labour Office, 1935, 183 p. (Studies and Reports, Series A, No. 38.)*

LESTER, RICHARD A. *Economics of labor*. New York, The Macmillan Company, 1941. 913 p.

LOUGHEED, W. F. *An inquiry into labor-management relations with reference to governmental position therein*. A report prepared for the provincial government of the province of Manitoba. Winnipeg, Province of Manitoba [Printed by J. L. Cowie, King's Printer,] 1943. 172 p.

Maritime Bureau on Industrial Relations. *Addresses delivered at the Maritime conference on industrial relations*. Saint John, June 25, 1943. Halifax, Maritime Bureau on Industrial Relations, 1943. 45 p.

McMURRY, ROBERT N. *Handling personality adjustment in industry*. New York, Harper and Brothers, 1944. 297 p.

ROGERS, NORMAN McL. *Towards industrial peace*. Rectorial address, January 12, 1938. Kingston, Queen's University, 1938. 9 p.

U.S. Department of Labor. Commission on Industrial Relations in Sweden. *Report with appendices*. Washington, G.P.O., 1938. 77 p.

CANADA

Aircraft Industry Relations Committee, Inc. *Information digest* No. 1—August 27, 1942—Toronto, Aircraft Industry Relations Committee, Inc., 1942—

CAMERON, J. C. *The ethics of labour relations*. Toronto, The Ryerson Press, 1944. 14 p. (Live and Learn books.)

Canada. Department of Labour. *Conference on wartime labor relations*. Organized labour confers with government on "speed-up" of war production—declaration of principles governing industrial relations and labour representation on war boards. (The LABOUR GAZETTE, Ottawa, June, 1940. p. 530-532.)

Canada. Department of Labour. *Wartime work of the Department of Labour*. Ottawa, King's Printer, 1943. 31 p. (Supplement to The LABOUR GAZETTE, Ottawa, November, 1943.)

Canada. National War Labour Board. *Report of National war labour board arising out of its public inquiry into labour relations and wage conditions together with a minority report*. Ottawa, King's Printer, 1944. 36 p. (Supplement to The LABOUR GAZETTE, Ottawa, February, 1944.)

Council for Social Service of the Church of England in Canada. *Industrial relations*, by Dr. C. E. Silcox. Toronto, Council for Social Service of the Church of England in Canada, 1944. 12 p. (Bulletin No. 114, April 25, 1944.)

Dalhousie University. Maritime Labour Institute. *Proceedings of the course in labour relations for Maritime trade union officers*. Halifax, Dalhousie University, 1944. 45 p.

MACDONNELL, H. R. *The war and industrial relations*. I. From the employer's point of view, by H. R. Macdonnell. II. From labour's point of view, by Tom Moore. (Public Affairs, Halifax, June, 1940. p. 186-192.)

MCGILL UNIVERSITY. *Problems in group relations*, by J. C. Cameron. Montreal, McGill University, 1943. 14 p. (McGill course in personnel administration, July 13, 1943.)

Queen's University. *Conference on industrial relations, 1936-1941*. Kingston, Jackson Press, 1936-1941.

Saskatchewan. Commission on Employer-Employee Relations. *Report on employer-employee relations*. (Bill No. 51-1943.) Regina, Commission on employer-employee relations, 1943. 64 p.

GREAT BRITAIN

British information services. Information Division. *Labour and industry in Great Britain*. April, 1943—New York, British Information Service, 1943—Monthly.

FENELON, K. G. *Management and labour*. London, Methuen & Co., Ltd., 1939. 276 p.

GANNETT, FRANK E. *Industrial and labour relations in Great Britain*, a symposium, edited by Frank E. Gannett and B. Catherwood. New York, America's Future, Inc., 1939. 364 p.

Great Britain. Ministry of Labour and National Service. *Industrial relations handbook*, an account of the organization of employers and workpeople in Great Britain; collective bargaining and joint negotiating machinery; conciliation and arbitration; and statutory regulation of wages in certain industries. London, H.M.S.O., 1944. 260 p.

KELSALL, R. KEITH. *Industrial relations in the modern state*—an introductory survey, by R. Keith Kelsall and T. Plant. London, Methuen and Co., Ltd., 1937. 131 p.

KUCZYNSKI, JURGEN. *British workers in the war*, by J. Kuczynski and M. Heinmann. Toronto, Progress Books, 1943. 64 p.

Labour Research Department, *Labour Research*. Vol. 19, No. 6—June, 1930—London, Labour Research Department, 1930—Monthly.

RICHARDSON, J. HENRY. *Industrial relations in Great Britain*. Geneva, International Labour Office, 1938. 290 p. (Studies and Reports Series A (Industrial Relations) No. 36.)

SELEKMAN, BEN M. *British industry today*, a study of English trends in industrial relations, by Ben M. Selekmán and Sylvia Kopald Selekmán. New York, Harper and Brothers, 1929. 290 p.

U.S. Department of Labour. Commission on Industrial Relations in Great Britain. *Report with appendices*. Washington, G.P.O., 1938. 146 p.

UNITED STATES

ABERNETHY, BYRON R. *Liberty concepts in labour relations*. Washington, American Council on Public Affairs, 1943. 119 p.

American Management Association. *Industrial relations problems in a defense economy*, by Harold F. North, [and others.] New York, American Management Association, 1941. 43 p. (Personnel Series No. 48.)

— *Management's postwar problems*, by Eric Johnston and Paul G. Hoffman. New York, American Management Association, 1943. 19 p. (Personnel Series No. 69.)

— *Signposts of industrial relations*, by Harold F. North [and others]. New York, American Management Association, 1942. 36 p. (Personnel Series No. 54.)

— *Toward a national labour policy*, with a section on current collective bargaining problems, by Almon E. Roth, [and others]. New York, American Management Association, 1943. 40 p. (Personnel Series No. 72.)

— *Wartime problems of industrial relations*. New York, American Management Association, 1941. 28 p. (Personnel Series No. 51.)

— *Wartime trends in employer-employee relations*, War Labour Board—Federal labor regulations—Job relations training, by Harry Shulman [and others]. New York, American Management Association, 1943. 39 p. (Personnel Series No. 66.)

ASPLEY, JOHN CAMERON. *The handbook of industrial relations*, by John Cameron Aspley and Eugene Whitmore. Chicago, The Dartnell Corporation, 1943. 1055 p.

Bureau of National Affairs, Inc. *The outlook in the field of labor relations*. Washington, Bureau of National Affairs, Inc., 1945. 4 p.

Business Week. *Management looks at the labor problem*, a Business week report to executives. (Reprinted from Business Week, September 26, 1942.) New York, McGraw-Hill Book Co., 1942. 89 p.

Editorial Research Reports. *Labour in wartime*, by Charles E. Noyes. New York, Editorial Research Reports, 1940. 32 p. (Vol. II, No. 2, July 20, 1940.)

GOLDEN, CLINTON S. *The dynamics of industrial democracy*, by Clinton S. Golden and Harold J. Rutenberg. New York, Harper and Brothers, 1942. 358 p.

HAAS, FRANCIS J. *A federal program for industrial peace*. Address at the Philadelphia Annual meeting of the American Association for Labor Legislation, revised to November 1, 1940. (The American Labor Legislation Review, New York, December 1940. p. 180-188.)

HICKS, CLARENCE J. *My life in industrial relations—fifty years in the growth of a profession.* New York, Harper and Brothers, 1941. 180 p.

HILL, SAMUEL ERVIN. *Teamsters and transportation*; employee-employer relationships in New England, by Samuel E. Hill; introduction by Professor Sumner H. Slichter. Washington, American Council on Public Affairs, 1942. 248 p.

Industrial Relations Counselors, Inc. *Industrial relations abstracts. Current news*, volume 5, No. 45—November 7, 1940. New York, Industrial Relations Counselors, Inc., 1940—Weekly.

— *Industrial relations memos, No. 1*—October 26, 1934—New York, Industrial Relations Counselors Inc., 1934—

International Brotherhood of Paper Makers. *Labor unrest and dissatisfaction*; report of the study made by the special Research Committee. Albany, International Brotherhood of Paper Makers, 1944. 70 p.

IVES, IRVING M. *The story of a legislative committee.* Albany, New York Joint Legislative Committee on Industrial and Labor Conditions, 1944. 23 p.

JONES, JOHN PAUL. *Industrial relations reviewed.* (Personnel Journal, New York, February 1945. p. 312-319.)

Labor Relations Reporter. News and the law of industrial relations. Volume XIV No. 1—March 6, 1944—Washington, Bureau of National Affairs, Inc., 1944—Weekly.

— *Primer of labor relations*; an authentic guide to employer-employee conduct, prepared by the staff of Labor Relations Reporter. Washington, The Bureau of National Affairs, Inc., 1940. 69 p.

LEISERSON, WILLIAM MORRIS. *Labor relations in wartime and after.* (Brotherhood of Maintenance of Way Employees' Journal, Detroit, May, 1944. p. 13-20.)

— *Right and wrong in labor relations.* . . . The Barbara Weinstock lecture on the morals of trade delivered at the University of California, April 8, 1937. Berkeley, University of California Press, 1938. 86 p.

LOFT, JACOB. *The printing trades.* New York, Farrar & Rinehart Inc., 1944. 301 p. (Labor in twentieth century America.)

MADDEN, J. WARREN. *Labor Relations*, address by J. Warren Madden to the United Christian Council for Democracy, Cleveland, January 23, 1940. Washington, U.S. National Labor Relations Board, 1940. 13 p.

MARIANO, JOHN HORACE. *Wartime labor relations.* New York, National Public and Labor Relations Service Bureau, Inc., 1944. 216 p.

MARQUAND, H. A. *Industrial relations in the United States of America.* London, Oxford University Press, 1934. 105 p.

MCGREGOR, DOUGLAS. *Industrial relations and national defence: a challenge to management* by Douglas McGregor and Irving Knickerbocker. Cambridge, Massachusetts Institute of Technology, 1941. 15 p. (Massachusetts Institute of Technology. Department of Economics and Social Science Series 2, No. 7.)

MCPHERSON, WILLIAM HESTON. *Labor relations in the automobile industry.* Washington, The Brookings Institution, 1940. 173 p. (Publication No. 80.)

Michigan University, Bureau of Industrial Relations. *Addresses on industrial relations,*

1940—Ann Arbor, University of Michigan, Bureau of Industrial Relations, 1940—

National Association of Manufacturers. *Good industrial relations.* New York, National Association of Manufacturers, 1943. 11 p.

— Labour relations bulletin. Volume I, No. 2—40. November, 1934—May, 1942. Continued as News letter on economic security, June 13, 1942—New York, National Association of Manufacturers, 1934—

New York (State) Legislature. Joint Legislative Committee on Industrial and Labor Conditions. *The American story of industrial and labor relations.* Albany, Williams Press, 1943. 315 p.

— *Report, 1939*—Albany, J. S. Lyon Company, 1939—

PETERSON, FLORENCE. *Careers in labor relations.* Chicago, Science Research Associates, 1943. 48 p. (American Job Series. Occupational Monograph No. 32.)

PRENTIS, H. W. *Government's place in post-war labor-management relations.* New York, National Association of Manufacturers, 1944. 14 p.

Princeton University. Department of Economics and Social Institutions. Industrial Relations Section. *The determination and administration of industrial relations policies*, by Helen Baker. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1939. 74 p. (Report No. 55.)

— *Industrial relations digests*, No. 1-15, January, 1941—May, 1943. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941—1943. 15 nos.

ROBBINS, E. C. *Management labor co-operation.* (Harvard Business Review, New York, Summer 1943. p. 415-424.)

SLICHTER, SUMNER H. *Economic factors affecting industrial relations policy in national defense, 1941.* New York, Industrial Relations Counselors, Inc., 1941. 112 p. (Industrial Relations Monograph No. 6.)

— *Economic Factors affecting industrial relations policy in the war period.* New York, Industrial Relations Counselors, Inc., 1939. 32 p. (Industrial Relations Monograph No. 3.)

— *Wanted: a national labor policy for industry and labor.* (Public Opinion Quarterly, Princeton, N.J., Fall, 1944. p. 407-415.)

Survey Associates, Inc. *Manning the arsenal for democracy, industrial relations and defense.* (Survey Graphic, New York, November, 1941. p. 545-668.)

U.S. Bureau of Labor Statistics. Working Conditions and Industrial Relations Branch. *Industrial relations problems arising under war production.* Memoranda Nos. 1—February, 1942—Washington, G.P.O., 1942—

WATKINS, GORDON S. *The Management of labour relations*, by Gordon S. Watkins and Paul A. Dodd. New York, McGraw-Hill Book Company, Inc., 1938. 780 p.

YODER, DALE. *Personnel management and industrial relations.* New York, Prentice-Hall Inc., 1943. 848 p.

Young Men's Christian Associations. National Council. *Better industrial relations for victory*, proceedings of the twenty-sixth Silver Bay Industrial Conference, Silver Bay, New York, July 28 to 31, 1943. New York, The National Council of the Young Men's Christian Associations, 1943. 140 p.

Reconstruction in New Brunswick

THE report of the New Brunswick Committee on Reconstruction has recently been published. It states that the essential aims of post-war planning for the province are as follows:—

- (1) employment within the province, with reasonable returns for their labour, for all people who are willing and able to work;
- (2) improved educational facilities and enlarged educational opportunities; and
- (3) social and welfare services comparable to those enjoyed elsewhere in Canada.

These aims, the Report states, imply a better balance between the provincial economy and the national economy than exists at present. Pointing out that the per capita income of New Brunswick is one of the lowest in the country, the Committee blames geography, national policy and monopolistic competition from outside the province as basic contributing factors. As correctives, it urges federal action in "such vital matters as tariff, trade, and monetary policy and the freight rate structure", calls for the maintenance of the national income at a level comparable with the present scale, and advocates implementation of the Sirois Report recommendation for a national adjustment income grant from the federal to the provincial government to be spent on developmental projects and social, welfare and educational services.

Employment.—In the field of employment the Report recommends two programs, the first an emergency public works program to act as an employment cushion during the transition period from a war to a peace economy, and the second a long-term developmental program for permanent economic rehabilitation. The Committee does not predict that a post-war spending spree would have in New Brunswick a sufficiently beneficial effect on employment to counterbalance lay-offs from war industry and the demobilization of service men.

It stresses instead the necessity of having a positive public employment program ready to be thrown into operation immediately the need arises. As works projects suitable to be undertaken within the province by the federal government it lists harbour development, airports, and construction of a canal through the Isthmus of Chignecto; and as provincial projects, roads and bridges, railway crossings, roadside improvements, and provincial buildings are advocated. Almost every municipality, the Report adds, has indicated a need for public works projects of various kinds, in-

cluding water and sewage facilities, street and sidewalk projects, and public buildings, including schools, hospitals, administration and community buildings. Medium-term loans from the federal government to municipalities at a nominal rate of interest are considered appropriate in this connection, and it is further recommended that the province itself examine the need for schools and hospitals and the fiscal responsibility therefor.

As a major part of a long-term program the Committee stresses the need for further development of existing industry and the creation of new industry. It cites in strong terms the need of a new national government policy to counteract the trend of concentrating manufacturing in the central provinces—"a trend fostered by the monopolies and national government policy". The approach to the problem, the Report continues, appears to involve:—

- (a) compiling an inventory of New Brunswick's resources and analysing the existing methods of utilization;
- (b) compiling information regarding processing and utilization techniques in use and being developed outside the province; and
- (c) preparing a program making use of the best available information concerning the various fields of enterprise suited to New Brunswick's natural resources.

In the field of agriculture there is need for a comprehensive program of soil surveys and land classification. In forestry it will be necessary to have complete forest surveys, to develop plans for opening inaccessible forest lands, and to investigate fully the whole field of wood utilization. Similar projects should be implemented in the fields of mining and fishing.

This constitutes real economic planning. It is properly a function not of industry but of government. A program of this kind involves a heavy initial outlay of funds which could not be borne, for example, by farmers, lumbermen and fishermen. Moreover, its success or failure depends in large part upon government policy, and it cuts across both federal and provincial jurisdiction.

Supplementing the developmental program, there should be a comprehensive long-term plan for bringing up to the national average such services as education, health and social welfare. In the opinion of the Committee this can be accomplished only by a major revision of existing Dominion-Provincial-Municipal relations, involving the reallocation of fiscal and jurisdictional responsibility in various fields of government service.

Labour Standards.—Pointing to the desirability of basic uniformity in Canadian labour legislation, the Report suggests the formation of a permanent Dominion-Provincial Conference representing the labour departments of the Dominion and all Provincial Governments. This Conference could formulate and maintain

adequate revision of a program of national labour standards covering the following points:—

1. National labour code;
2. Apprenticeship training program;
3. Employee safety, health standards and welfare;
4. Basic minimum wages.

Dominion legislation would be enacted on these matters, with provincial autonomy preserved and the Dominion meeting a portion of the cost of administration where a province adopted conforming legislation.

Considering that "the general interest of the Canadian people would be furthered were

all labour to be organized into *bona fide* trade unions" the Committee recommends the post-war continuation of "compulsory bargaining provisions similar to those now contained in the Dominion Labour Code."

Creation of a Provincial Department of Labour is another recommendation of the Committee.¹ Minimum wages, workmen's compensation, and employer-employee relations would come under the scope of such a department.

The Reconstruction Committee was under the chairmanship of Dr. Norman A. M. MacKenzie. Its Report is dated June 23, 1944.

Labour and Industry in New Brunswick

DURING 1944, the province of New Brunswick set up a separate Department of Labour to take over the activities of the Labour Division of the Department of Health and Labour, which was abolished. The first Annual Report of the Department for the fiscal year ending October 31, 1944, was issued at the end of February.

The report sets forth the legislative jurisdictions of the new Department and then deals with the year's activities under the following specific headings: new labour legislation; labour relations; minimum wages and industrial standards; factory inspection, steam plant operation and boiler inspection; apprenticeship training and Dominion-Provincial labour matters. Special attention is drawn to the fact that another year had been added to the record of the years when no serious industrial disputes occurred to interrupt industrial production.

It is stated that the legislative jurisdiction of the Department is determined by the following Acts, the administration of which is either wholly or in part the responsibility of Labour Department officials: (1) The Forest Operations Commission Act; (2) The Labour and Industrial Relations Act; (3) The Industrial Standards Act; (4) The Factories Act; (5) The Steam Boiler and Pressure Vessel Act; (6) The Wartime Labour Relations Regulations (P.C. 1003); (7) The Apprenticeship Act.

On March 14, 1944, the Wartime Labour Relations Act was introduced in the provincial

legislature, to make valid Dominion Order in Council P.C. 1003, throughout the province. The New Brunswick Labour Relations Board was appointed early in May, 1944. During the succeeding six months twelve cases were dealt with in which unions and their duly-elected representatives were certified by the Board, and seven cases where applications for certification were dismissed or withdrawn.

During the year 690 factories were inspected and 202 reinspected. Recommendations designed to improve conditions were made where necessary and in most cases these were carried out. Close attention was given to co-operation with the New Brunswick Accident Prevention Association in the removal of accident hazards in industry and in a number of large plants where safety committees were not already organized, these were set up at the instance of the inspectors.

To conform with P.C. 8993 passed by the Dominion Government in January, 1944, an Apprenticeship Act was passed by the Legislature and became effective July 15, 1944. By the end of the fiscal year, the establishment of an "apprenticeship training program was well under way". It was anticipated that the purposes of the Act would play an important part in the rehabilitation of ex-members of the armed forces as well as in assisting workmen to improve their skills and in giving young people proper and adequate trade training.

¹ Since adopted. (See L.G., Dec., 1944, p. 1551, and see below.)

Labour and Industry in Manitoba

THE Annual Report of the Manitoba Department of Labour for the fiscal year ending April 30, 1944, reviews the administration of the several Acts coming within the purview of that Department.

Inspections.—During the fiscal year, 1943-1944, a total of 25,252 inspections were made and 8,136 orders were issued under the Acts administered by the Department. Of these orders, 7,942 were made under the Minimum Wage Act; 3,894 under the Elevator and Hoist Act; 2,618 under the Manitoba Factories Act; and 1,305 under parts I and II of the Fair Wage Act of 1916.

Accidents and Accident Prevention.—The total number of fatal accidents reported during the fiscal year was 368, classified as follows: traffic 44; industrial 33; home 116; general fatalities 175. Of the home accidents, 59 resulted from falls, 25 from asphyxiation and 12 from burns. Under the heading of general fatalities, 53 were due to aeroplane accidents and 43 to drowning.

The report points out that "the greatest single forward stride ever made in industrial welfare organization (in Manitoba) was the introduction and the efficient administration of plant safety committees." These committees have been set up in every major industry and also in many of the smaller establishments. Scores of safety talks, motion picture displays and safety classes were carried out by members of the staff of the Department of Labour. In addition, an "Evening Institute" in safety training was conducted at the University of Manitoba. Over fifty firms sent representatives to receive instruction at the Institute. There was a total of 177 registrations, with an 85 per cent attendance. Every co-operation was given by the Department to the Workmen's Compensation Board, the Industrial Hygiene Branch of the Department of Health and Public Welfare, the various city and municipal authorities and to the various organizations of employers and employees.

Building Trades.—During the fiscal year, approximately 800 residences were erected in

Winnipeg and considerable alteration and repair work was also carried out. A total of 457 inspections were made and 45 orders issued under the Building Trades Protection Act.

Fair Wages.—During the fiscal year, the Fair Wages Board held eight meetings and one Public Hearing in connection with revisions of the Fair Wage Schedule. Owing to the demand for skilled workers, violations were not so numerous as in previous years. In connection with wage claim adjustments, the amount of \$12,973.37 was collected and paid out to claimants. In all, 1,204 inspections were made and 204 orders issued.

The Minimum Wage Board held nine meetings, all in the early spring of 1944, and dealing with the seed-packing industry. There were no material changes in the minimum wage regulations during the fiscal year, but revisions were under consideration for the near future. Co-operation from both employers and employees in keeping the Department informed, kept the amount of necessary overtime industrial work throughout the province at a minimum. However, 299 permits to work overtime and 12 permits for legal holidays were issued. There were 3,126 inspections made under the Minimum Wage Act in Winnipeg and environs, resulting in the issuance of 278 orders relating to wages and 548 dealing with hours of work.

Fire Losses.—The number of building fires reported in Manitoba during the fiscal year was 1,673, an increase of 231 over the previous fiscal year. The insured property loss was \$1,228,641.17, which was more than double the losses sustained from this cause in 1942-1943. The per capita loss was increased from 89 cents to \$1.86, the highest per capita loss in Manitoba for any year since 1932.

During the fiscal year ending April 30, 1944, there were 176 official fire investigations throughout the province, of which 51 were conducted by the R.C.M.P. Twenty-six persons lost their lives by fire, nine of whom were men, five were women and twelve were children.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLV]

APRIL, 1945

[NUMBER 4

Notes of Current Interest

Employment service for executive and professional personnel

Vancouver. These offices will deal with male and female applicants coming within the following categories:—

- (a) Males not covered by Unemployment Insurance by reason of their remuneration being in excess of the ceiling.
- (b) Females whose normal earnings are \$1,800 per annum and over.
- (c) Discharged members of the Armed Forces whose income before or during hostilities came within the categories of subparagraphs (a) and (b) above.
- (d) All persons with professional degrees from recognized institutions of learning, and all other graduates of recognized institutions of learning who have received a salary equivalent to the rate of \$1,800 per annum.
- (e) Persons having technical or professional training who have formerly earned \$1,800 or more per annum.

The Executive and Professional Employment Offices will also deal with employers interested in securing the services of such persons. They will not, however, deal with persons who are subject to the authority of the Wartime Bureau of Technical Personnel, except upon request of the Bureau. Normally technical persons will be referred to the Bureau.

Each office will, for the present, serve the entire Region within which it is located. Local employment and selective service offices in the immediate vicinity will refer applicants in the

Executive and Professional Employment Offices are being opened, as part of the Dominion Employment Service, in the cities of Moncton, Montreal, Toronto, Winnipeg and

classes covered and employers' orders and inquiries in regard to such applicants to the new office. Other local offices within the Region will continue to handle employers' orders and applicants in the usual manner but will advise interested parties of the existence of the new offices so that their facilities may be used if desired.

In commenting upon the new arrangement, the Minister of Labour, Hon. Humphrey Mitchell, said: "This is not to be a new Employment Service, but a division of the existing National Employment Service. Public placement work must be on a specialized basis, to a very large extent, in order to meet the needs of both employers and work seekers. As time goes on, we are carrying this principle of specialization into our Employment Service more and more. For example, in the larger offices we have already set up special registration units to deal with discharged members of the Armed Services. Also, in the larger offices we have specialized divisions to deal with the employment needs of women applicants."

The Minister also pointed out that efficient placement of technical and executive personnel is highly essential in modern industry. "Upon efficient management depend many other jobs, much other employment for our population. It is the hope of the Government that the Employment Service will be an appreciable factor in promptly and efficiently meeting the requirements of industry for executive and professional workers," the Minister explained, and added that the Unemployment Insurance Commission had followed the pattern of the British system, resulting from Lord Hankey's report, in the latest development of its Employment Service.

**Employment
and industrial
statistics**

The table below shows the latest statistics available reflecting industrial conditions in Canada.

There was continued important curtailment of employment in industrial activity at the beginning of February, in

conformity with the seasonal experience in six of the last seven years, according to figures published by the Dominion Bureau of Statistics. Previously, employment had usually shown partial recovery at February 1 from the year-end lay-offs. The general index was 178.9 at February 1, and 180.4 at Janu-

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA
(Official statistics except where noted)

	1945			1944		
	March	February	January	March	February	January
Employment Index.....(1)		178.9	180.4	181.7	183.2	185.7
Unemployment percentage (trade union members).....(2)			0.6			0.8
Unemployment Insurance claims.....		14,990	20,412		12,284	11,757
Index numbers, aggregate weekly payrolls.....(3)		146.4	138.1	149.1	148.1	140.4
Per capita weekly earnings.....\$		32.15	30.10	32.27	31.70	29.67
Prices, Wholesale Index.....(4)		102.9	102.8	103.0	102.7	102.5
Cost of Living Index.....(4)		118.7	118.4	119.0	118.9	110.9
Retail sales unadjusted index.....(4)		146.8	143.1	165.4	139.0	134.0
Retail sales adjusted index.....(5)		185.7	175.1	177.4	169.6	167.0
Wholesale sales.....(4)		178.8	182.3	189.0	168.8	159.5
Common stocks index.....(4)	191.8	92.9	89.4	81.5	82.0	81.5
Preferred stocks index.....(4)	196.0	132.1	131.3	119.2	118.6	118.3
Bond yields, Dominion index.....(4)		96.6	96.7	97.3	97.3	97.3
Physical Volume of Business Index.....(6)		216.7	228.8	247.8	241.6	247.0
INDUSTRIAL PRODUCTION.....(4)		240.3	245.8	282.7	279.5	275.4
Mineral Production.....(4)		147.9	174.0	262.6	255.5	249.7
Manufacturing.....(4)		270.0	274.3	300.5	304.5	303.5
Construction.....(4)		110.9	97.7	201.8	113.5	69.6
Electric power.....(4)		150.1	151.6	154.7	153.8	156.3
DISTRIBUTION.....(4)		167.7	193.7	175.4	163.1	188.0
Carloadings.....(4)			153.6	156.7	158.3	154.7
Tons carried, freight.....(4)			198.2	217.5	206.4	200.5
Trade, external, excluding gold.....\$		352,735,922	363,546,372	440,728,409	367,637,669	372,353,627
Imports, excluding gold.....\$		112,373,188	129,684,805	150,785,685	138,370,412	136,368,990
Exports, excluding gold.....\$		236,364,388	230,497,774	282,782,299	227,168,331	212,011,434
Bank debits to individual accounts.....\$		4,433,410,586	5,069,694,764	4,773,277,391	4,208,023,496	4,512,473,921
Bank notes in circulation.....(6)		908,700,000	930,200,000	801,000,000	781,300,000	793,700,000
Bank deposits in savings.....\$			2,524,028,990	2,225,417,472	2,123,821,161	2,026,213,155
Bank loans, commercial, etc.....\$			1,132,749,551	930,914,937	955,393,436	1,037,238,934
Railway—						
Car loadings, revenue freight cars.....(7)	272,008	262,847	215,440	277,775	268,493	268,818
Canadian National Railways operating revenues.....\$				33,492,700	29,726,400	28,901,300
operating expenses.....\$				26,386,168	25,114,820	24,898,263
Canadian Pacific Railway traffic earnings.....\$		23,159,094	24,090,309	27,119,666	23,792,692	23,935,635
Canadian Pacific Railway operating expenses, all lines.....\$		21,408,380	22,428,431	23,230,798	20,753,040	21,097,122
Steam railways, freight in ton-miles.....				5,533,693	5,023,685,000	5,083,342,000
Building permits.....\$		7,132,000	5,391,027	7,091,253	5,483,180	4,716,036
Contracts awarded.....(8)	19,651,400	12,932,500	11,721,900	31,019,000	16,229,500	8,782,400
Mineral production—						
Pig iron.....tons		149,487	155,969	168,047	141,878	132,128
Steel ingots and castings.....tons		250,464	268,722	245,539	229,852	242,186
Ferro-alloys.....tons		13,402	12,130	12,391	14,720	16,495
Gold.....ounces			233,210	266,644	256,803	257,793
Coal.....tons			1,682,613	1,549,092	1,465,697	1,620,669
Copper.....pounds			44,381,428	48,472,036	46,091,889	49,149,825
Nickel.....pounds			23,770,278	25,288,828	22,382,065	23,545,474
Lead.....pounds			25,623,743	24,264,103	29,753,989	32,719,839
Zinc.....pounds			49,506,177	46,049,214	44,735,515	47,509,864
Timber scaled in British Columbia.....bd.ft.			162,778,272	235,465,957	172,575,901	122,866,662
Flour production.....bbls.			2,068,232	2,267,307	2,087,705	2,041,193
Footwear production.....pairs		3,075,890	2,878,444	3,340,343	2,984,751	2,683,731
Output of central electric stations.....k.w.h.		3,124,235,000	3,422,683,000	3,515,052,000	3,208,017,000	3,528,908,000
Sales of insurance.....\$			47,658,000	54,366,000	52,327,000	56,259,000
Newsprint production.....tons			264,766	252,090	240,010	242,660

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended March 29, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended March 24, 1945, and corresponding previous periods. (8) Maclean's Building Review.

ary 1, compared with 183.2 at February 1, 1944. Similarly, the seasonally-adjusted index fell from 187.4 at January 1 to 185.9 at the date under review.

The 15,074 firms reporting to the Bureau showed a total working force of 1,820,842 at the date under review which was 0.8 per cent lower than at the month preceding. The total weekly wages and salaries paid to these employees increased by 6.0 per cent to \$58,545,624 at February 1. The per capita earnings increased, due to the resumption of regular work schedules following the year-end holidays, from \$30.10 at January 1 to \$32.15 at February 1. At February 1, 1944, the average was \$31.76 and at that date in the previous year, \$29.96.

Improvement was indicated in manufacturing at the beginning of February; although the trend was favourable for durable goods, mainly in iron and steel plants, the increase was greater in the manufacture of non-durable goods, the largest being in textile mills. Among the non-manufacturing divisions, logging showed little change; considerably greater activity was reported in mining; curtailment, largely seasonal in character, was indicated in communications, transportation, construction and maintenance, services and trade.

Further decline was shown in the index of the physical volume of business to 216.7 in February from 228.8 in the first month of the year. The index was at 241.6 in February, 1944. Four of the five components recorded a decline in this comparison: mineral production, from 174.0 to 147.9; manufacturing from 270.0 to 274.3; electric power, from 151.6 to 150.1; the distribution of goods, from 193.7 to 167.7. The index of construction increased from 97.7 to 110.9.

Jobs for university undergraduates in science courses

About 4,000 temporary summer jobs will be available this year for university undergraduate students in science and engineering courses, it was announced recently by Arthur MacNamara, Director of National Selective Service.

Through the Wartime Bureau of Technical Personnel and Employment and Selective Service Offices, these positions will be available to students who are anxious to gain experience and aid in the war effort during the vacation period. The jobs have been located through a questionnaire sent to employers across Canada.

About 3,000 jobs have already been reported, and another 1,000 are expected by the end of the spring university term. Jobs will be listed at each university, where a faculty member will be designated to act as liaison officer with Selective Service. Local

Employment Offices will accept applications and arrange for work permits.

Labour Department Officials point out that engineering and science students can play an important part in helping solve the manpower shortage which is current in war plants and essential civilian industries throughout the country, and at the same time secure practical experience towards their profession.

Prisoners of war for Ontario Farms

Arrangements between the Dominion Labour Department, the Department of National Defence (Army), and the Province of Ontario

have been made to provide the services of a limited number of prisoners of war for farm work in southwestern Ontario, according to an announcement made recently by Hon. Humphrey Mitchell, Minister of Labour.

It is expected that the first of the camps will open about May 1, and the prisoners will be available for farm work in the several areas, throughout the early summer and harvest.

The summer internment camp to house 350 prisoners of war, will be reopened at Chatham, Ont., at May 1. This was also operated last year under similar arrangements.

At Glencoe, in Middlesex, and Centralia, in Huron, hostels to accommodate 100 men each, and at Langton and Windham Centre, in Norfolk County, hostels to accommodate 150 men each, have been approved. Consideration is also being given to hostels at Courtland, in Norfolk County, and at Dresden, in Kent County, as prospective sites.

The Department of National Defence will operate the different camps, and provide the necessary services, including the guard over the prisoners. The prisoners are paid 50 cents a day, under the terms of the Geneva Convention relating to the treatment of prisoners of war. The Dominion-Provincial Farm Labour Committee will determine the wage rate to be paid to the Government by farmers securing the services of the prisoners.

Fractional increase in cost of living

The Dominion Bureau of Statistics cost-of-living index advanced from 118.6 on February 1 to 118.7 on March 1, 1945. Increases in

the food group were mainly responsible for this change, although homefurnishings and services also gained fractionally. The fuel and lighting index recorded a minor decrease. The food index advanced from 130.6 to 131.0 as fresh vegetables and some meats moved higher. Food declines were few in number and small in amount; they included eggs, lemons, and

oranges. Increases in the hardware section produced a rise in homefurnishings and services from 118.4 to 118.5, while further reductions in electricity rates more than offset increases for coal and coke to reduce the fuel and lighting index from 107.4 to 107.3. Rentals continued at 112.0, clothing at 121.7, and miscellaneous items at 109.2.

Progress of production committees

More than 280,000 employees in Canadian industry are now members of labour-management production committees. The

number of committees on March 31, as reported by the Industrial Production Co-operation Board, was 315.

Conference of chief executive officers of the War Labour Boards

A 4-day conference of the chief executive officers of the Regional War Labour Boards, during which the various phases of administration and procedure under the Wage Control Order

were thoroughly discussed with officers of the National War Labour Board, was held recently at Ottawa.

The more prominent features of the discussion had to do with the application of wage control in industries where the wage system is complicated by a large number of job classifications and by ranges of wage rates rather than single rates for particular jobs; the effect of incentive wage rates and production bonuses on control; the relationship of welfare plans and vacations with pay on wages; and the review of decisions of the Regional War Labour Boards by the National Board, together with the procedure for appeal to the National Board.

Increase in benefits to ex-service personnel

During the month of February, 4,822 ex-service men and women of this war received benefits under the Post-Discharge Re-establishment Order, in a

total amount of \$270,500. These figures are the highest yet reported, being 942 in excess of the number receiving grants in January and \$67,780 more than the amount paid out during the first month of 1945.

The amount paid out to men taking vocational training was \$132,535, while \$56,066 went to veterans continuing their education. A further \$21,792 was paid to ex-service personnel awaiting returns from private enterprises.

Both vocational training and continuation of education showed an upward swing during February with 779 receiving grants while continuing education, an increase of 242 over the figures for January. The figure for voca-

tional training increased 635 with a total of 2,527 taking such training at the end of February. Other grants in effect at that time were 969 to those seeking suitable employment and 77 to those suffering from temporary illnesses.

During the month a total of 11,689 jobs was found for veterans of this war and 2,998 for men of the first Great War by National Selective Service co-operating with the Department of Veterans Affairs. By the end of February a total of 327,918 jobs had been found for veterans of both wars, 216,888 of these being for veterans of the present conflict.

Veterans' Insurance Act proclaimed

The Veterans' Insurance Act (L.G., Sept., 1944, p. 1173)

has now been proclaimed, and the Minister of Veterans Affairs, Hon. Ian Mackenzie,

has announced that his Department is completely organized and ready to take care of applications for insurance under the Act.

"Some delay in the proclamation of the Act was necessary in order to build an organization to handle the anticipated applications", the Minister said. "First, we had to secure trained staff and, next, the application forms and policies had to be drawn up. All these things have been done now."

The Minister explained that the purpose of the Act is not to provide cheap insurance, even though the rates are comparable to the lowest cost life insurance in Canada.

"Our principal objective in drafting this Act was to enable the veteran whose health is impaired to provide for his family the same insurance protection which a man who is physically fit can provide", he said. "We have done this by making it possible for a man to get War Veterans' Insurance without any medical examination, except in a very few cases. Many veterans who, normally, would not be acceptable to commercial insurance companies will be considered as excellent risks under the Veterans' Insurance Act."

Applications for the insurance, it was explained by Mr. Mackenzie, should be made directly to the Superintendent of Veterans' Insurance, at the Department of Veterans Affairs in Ottawa.

Any ex-service man or woman who has served in any branch of the Canadian forces in this war is eligible. In addition widows or widowers of veterans of this war may apply for insurance for themselves, if the veterans were not insured under the Act. Merchant Navy personnel in receipt of a war disability pension from the present war, may also obtain this insurance.

Several forms of non-participating, ordinary and limited payment life policies have been made available without medical examination or employment restrictions. Premiums may be paid monthly, quarterly, half-yearly, or annually, at the option of the purchaser, who will also be allowed the privilege of accepting the cash surrender value, or of converting to extended term insurance after premiums have been paid for two full years. In the event that the policyholder becomes totally disabled before he reaches the age of 60 years and he is not in receipt of full pension for the disability, no further premiums will be required.

Collective bargaining by foremen in U.S.A.

The U.S. National Labour Relations Board has decided that foremen's unions are appropriate for collective bargaining purposes and that management must recognize and bargain with them. The Board directed an election at the Packard Motor Car Company at Detroit to determine if 1,100 supervisory employees want to be represented by the Foremen's Association of America, an independent union.

The Foremen's Association claims to represent 32,000 foremen in the United States, most of them in the Detroit area. Strikes by foremen, such as occurred in Detroit last year, can be avoided, the majority opinion of the Board stated, if supervisory employees, like rank and file workers, can secure recognition "by resorting to the peaceful and orderly procedures of the Board."

The decision stated that the foreman to-day is in much the same working situation as other employees. "Whereas he was formerly an executive with considerable freedom of action, he is now an executor carrying out orders, plans and policies determined above. He is more managed than managing," the majority opinion declared.

A minority opinion by the Board asserted that any benefits resulting from recognition of foremen will be "outweighed by the dangers inherent in the co-mingling of management and employee functions and in the possible restrictive effect upon the freedom of rank and file employees."

Study of guaranteed annual wage in United States

As a result of a recommendation made by the National War Labour Board last November, (L.G., Dec., 1944, p. 1467) President Roosevelt has ordered the Advisory Board of the Office of War Mobilization and Reconversion to study the question of a guaranteed annual wage for American workers.

In accordance with the President's Order, a Sub-committee has been appointed by the chairman of the Advisory Board to bring together the studies already made of the guaranteed annual wage, and has commenced its hearings. The members of the sub-committee are Eric Johnston, President of the Chamber of Commerce of the United States; Philip Murray, President of the CIO; Albert Goss, master of the National Grange; and Mrs. Anna Rosenberg, Regional Director of the War Manpower Commission for New York.

A survey of the subject recently completed by the Bureau of Labour Statistics at Washington, indicated that "out of a total of 8,000,000 workers covered by collective bargaining contracts studied, only about 42,500 employees are covered by some fifty or sixty guaranteed annual wage plans." The major portion of this group is said to be in consumers' goods, service and distributive industries, where the agreements are with firms employing relatively small numbers of workers.

In recommending that the study be made, the Chairman of the War Labour Board said that a guaranteed annual wage is "one of the main aspirations of American workers," and that the "search for it is a part of the search for continuity of employment, which is perhaps the most vital economic and social objective of our times."

Labour and management sign post-war principles

A "New Charter for Labour and Management" was signed recently by spokesmen for business and organized labour in the United States. The signers were Eric Johnston, president of the Chamber of Commerce of the United States; William Green, president of the American Federation of Labour; and Philip Murray, president of the Congress of Industrial Organizations.

Stating that the primary duty of both labour and management is to win complete victory in the war, the Charter expresses the belief that the end of the war will bring "the unfolding of a new era based upon a vastly expanding economy and unlimited opportunities for every American."

It enumerates the following guides and objectives for management and labour: Encouragement of productive efficiency and technological advancement, with a view to steadily improving standards of living; respect for the rights of private property and free choice of action; recognition of management's right to manage, free of unnecessary governmental interference or burdensome

restrictions; recognition of the right to organize and bargain collectively without hindrances; co-operation in building an economic system which will protect the individual against involuntary unemployment and the hazards of old age and physical impairments; increased foreign trade and reasonable assistance to other countries; establishment of an international security organization capable of preventing aggression and assuring lasting peace.

The charter also calls for the establishment of a national committee composed of representatives of business and labour organizations, which will seek to promote an understanding and sympathetic acceptance of this code of principles and will propose such national policies as will advance the best interests of our nation.

Decline in charges of unfair labour practices in U.S.A.

Trends in collective bargaining in the United States during the ninth year of operation of the National Labour Relations Board are dealt with in the Report of the Board for the fiscal year ending June 30, 1944.

The Board occupies a parallel position in the United States to that of the Wartime Labour Relations Board in Canada. Its two primary functions are to eliminate unfair labour practices and to determine questions of union representation.

When the Board was set up, in 1936, the great majority of cases had to do with charges of unfair labour practices. The ratio has now, however, been completely reversed. Fewer charges of unfair labour practices were filed during 1943-4 than in any of the seven preceding years, while union representation cases were the highest on record, accounting for 72 per cent of the cases filed. This trend, the Report states, is an indication of the current acceptance of the Act by employers.

During the year a total of 4,712 elections or pay-roll checks were conducted. Of these 1,500 were won by the AFL, 1,890 by the CIO, and 593 by unaffiliated unions; in the other elections no union was successful. The great majority of elections, 3,645, involved only one union. Affiliates of the AFL and CIO opposed one another in only 575 elections, of which the CIO won 286 and the AFL 244, while 36 resulted in a no-union vote.

The Board regretted a recent tendency to make collective bargaining elections the occasion for the exertion of pressure on employees, by both management and labour

organizations, by means of "propaganda campaigns, subtle threats and other devices," and re-asserted its intention of insuring that NLRB elections result in the "uncoerced and free choice of the employees."

A total of 2,687 unfair labour practice cases were closed during the year, 85 per cent of which were handled informally without resort to formal hearings and written findings.

A total of 2,972 workers were reinstated to remedy discriminatory discharges, while 350 in addition were reinstated after strikes caused by unfair labour practices. Back pay amounting to \$1,916,173 was paid to a total of 3,734 workers who had been the victims of discriminatory practices. Company-dominated unions were disestablished in 101 cases. Collective bargaining negotiations were ordered in 136 cases. The posting of notices was required in 736 cases.

Recommendations on wage policy in U.S.A.

In a recent report to President Roosevelt on wages and the cost of living, public members of the U.S.

National War Labour Board asserted that wages had increased more than prices during wartime, and recommended that no change be made for the present in the "Little Steel" formula which limits wage increases in the United States to 15 per cent above the level of January 1, 1941.

Although indicating that a different policy would be desirable in peacetime, the report declared: "The time has not yet come, in our judgment, when general wage increases can be freely resumed without danger of an inflation which would be disastrous to the war effort and to the economic security of all segments of our population."

Stating that "the best measuring rod to gauge what has happened in the wartime economy to hourly-wage standards is average straight-time hourly earnings, statistically adjusted to discount the movement of workers into the higher-paid war industries," the public members found that on this basis earnings for all manufacturing employees increased 36.7 per cent from January, 1941 to October, 1944. During the same period the cost of living had risen 29.4 per cent. "Real hourly wages" were thus slightly higher than in January, 1941.

The report also noted that gross weekly earnings, including overtime pay and other premiums, had increased by 76.3 per cent.

The report pointed out, however, that exceptions to the average existed. It particularly emphasized that "the situation of the lower-

income wage and salary workers, upon whom the increase in the cost of living has fallen with disproportionate severity, has remained unsatisfactory under the wartime economy." The status of millions of unorganized workers, the report continued, could be improved by legislative action, by increasing the minimum wage requirements of the Fair Labour Standards Act, and by action on the part of local governments.

Looking to the future, the report pointed out that when production could be transferred from the "wastage of total war" to peacetime goods, an increase in purchasing power would be necessary to insure civilian consumption high enough to absorb the "enormous capacity for production" demonstrated in war.

Industry members of the Board agreed with the public members' statement that the Little Steel formula should not be broken, but the AFL and CIO issued separate statements in disagreement.

**United Mine
Workers
present
demands to
U.S. operators**

Reports in the New York newspapers early in March revealed a nation-wide interest in the wage demands of the United Mine Workers in the bituminous field in the United States.

It was stated that in presenting the claims of the miners, John L. Lewis, President of the Union "avoided asking for a general wage increase that would violate the Little Steel formula." Instead he focussed attention on "fringe" increases, all of which, he stated were "in conformity with the government's (United States) anti-inflation policy."

The chief demand of the miners was reported to be for a royalty of ten cents a ton on all coal mined, to be used in setting up a union welfare fund "to provide for its members modern medical and surgical service, hospitalization insurance, rehabilitation and economic protection." President Lewis was reported to have proposed that the royalty "be deemed partial compensation in equity to the mine worker for the establishment and maintenance of his ready-to-serve status, so vital to the profit motive of the employer and so imperatively essential to public welfare."

Another major demand was for "a return to the seven-hour day, thirty-five hour week, including underground travel time and the present fifteen-minute daily lunch period, with time and one-half and rate and one-half for all overtime in excess of the regular hours."

Other financial demands of the union were stated to include: (1) differentials for second

and third shifts, (2) increases in vacation pay; (3) provision by the employer without charge of tools, goggles, caps, special shoes, rubber boots, explosives, etc. In addition, the union desired to have a clause inserted in the agreement providing for the cancellation of the contract by either party on twenty days' notice and improvement of sub-standard housing and sanitary conditions by joint action.

**Law against
discriminatory
employment
practices**

A law against discriminatory employment practices has recently been enacted in the State of New York.

Under the statute it will be an unlawful practice for an employer to refuse to hire, to discharge, or to discriminate against a person in pay, conditions or privileges of employment, because of his race, creed, colour or national origin. A labour organization is forbidden from using any of these discriminatory bases to exclude or expel a person from membership. An employer or an employment agency is prohibited from printing or circulating in any form statements that indicate discriminatory employment practices.

The law is to be administered by a commission against discrimination to consist of five members appointed by the Governor of the State. The commission is to investigate complaints of discrimination, hold hearings on complaints, create advisory agencies and conciliation councils as deemed necessary to effectuate its purpose and to foster co-operation among the various groups of the population, and issue publications and results of investigations to promote good will and help reduce discrimination.

Where complaints are found on investigation to be justified, a commissioner will try to eliminate the grievance by conference, conciliation and persuasion. If this procedure fails, a panel of three commissioners will try the case. Where the complaints are upheld, a cease and desist order shall follow, and employers may be required to hire, reinstate or upgrade the employees involved. In non-compliance cases, the commission or complainant may apply for a court ruling requiring obedience or punishment for contempt of court. It is also provided that a person or group which wilfully "resists, prevents, impedes or interferes with the commission . . . or wilfully violates its orders" may be punished by a year's imprisonment, a fine of \$500 or both.

Manpower

Statement of Minister of Labour on Farm Labour Program

REPLYING to questions in the House of Commons on the matter of farm labour, the Hon. Humphrey Mitchell on March 29 made the following statement:

"Instructions were sent to all selective service offices across Canada that farm workers on temporary permits in other essential industries during the winter months must return to agriculture on April 1 or at subsequent dates mutually agreed upon by the provinces and ourselves. We shall appeal to men in other industries to reciprocate by assisting whenever possible during peak seasons on the farm. Local selective service officers have been given authority to direct any male worker from sixteen to sixty-five years of age into specified agricultural employment. Steps will be taken to move farm workers from less to more productive farms. Officials of the Department of Labour have already discussed a draft farm labour agreement with five of the provincial departments of agriculture, and the remaining discussions will be held very shortly.

"We expect that the total commitments through these agreements for sharing expenditures on recruiting, transporting and placing farm labour within the provinces will exceed the total of last year, namely \$660,000. We plan again this year to arrange for the movement of workers between provinces to help meet urgent harvesting needs. The cost of this is borne by the Dominion Government. In addition we expect there will be a greater movement of farm workers within the provinces. One substantial incentive toward this end is a reduction in transportation charges, recently agreed to by the railways. This cost is shared by the Dominion and the provinces.

"Negotiations have already begun with farm labour officials in the United States for the movement of labour and harvesting outfits

across our common border. We are also considering in cooperation with the provinces the recruiting of farm workers in Newfoundland to help in the wartime provinces.

"We are now devising methods for a more complete check of men on farm postponements. This is being done to ensure that these men are making the type of contribution to farm production that we have a right to expect of them.

"We plan to expand the use of prisoners of war labour in agriculture. Several new projects are now under consideration. No stone will be left unturned in utilizing all other special sources of labour such as Indians, conscientious objectors and Canadian Japanese.

"Members have knowledge of the reinforcements required for overseas. In view of this we cannot depend on as much assistance during the coming summer from the three services as we have secured during the past two seasons. I have, however, discussed this matter with each of the ministers of national defence. In the case of the air force the provisions for spring leave have again been put into effect. In view of increased commitments we shall not be able to count on any substantial assistance from the navy. From the army we have the assurance that the representatives of the district officers commanding appearing before the mobilization boards will be instructed not to oppose the postponements of men who are employed in the production of dairy and live stock products. Farm leaves, including special spring and harvest leaves, will continue to be granted. They will naturally be limited by the fact that many men formerly available have been sent overseas. However, men who have returned from overseas on rotation leaves will be eligible this year to help on the farm."

Manpower Control Regulations Amended

Lay-off Procedure—Appeals to Courts of Referees—Compulsory Direction to Agriculture

A SERIES of amendments to National Selective Service Civilian Regulations was announced by the Minister of Labour, Hon. Humphrey Mitchell, on March 18 and became effective on March 20.

The amendments, (made by Order in Council P.C. 1415, March 6, 1945) have to do with lay-off procedure, direction to essential employment, payment of workers' transportation expenses, appeals to Courts of Referees, and other aspects of the manpower control system.

Temporary Lay-offs

Last November an attempt was made to deal with situations in which a brief temporary lay-off is necessary by relaxing the seven-days' notice principle. An employer was permitted to lay off a worker for one or more periods, not exceeding in the aggregate 14 days within a six-month period, without giving notice of separation (P.C. 8726, L.G., Dec., 1944, p. 1456).

This rule was later found to cause administrative difficulties, and it has now been revoked. In future, instead of an employer being allowed to dispense with notice in laying off employees to a maximum of 14 days during 6 months, the employer will be required to apply to a Selective Service Officer on each occasion for a reduction of the 7-day rule. Before giving his ruling, the Selective Service Officer will be required to consult with the union, if there is a collective labour agreement in force covering the employment. This shortening of the 7 days' notice will cover only temporary lay-offs, and not the final termination of employment.

The object of this amendment is to make sure that employees get seven days' notice or six days wages when their employment is being terminated, at the same time recognizing that short lay-offs are in some cases unavoidable.

In cases of a power shortage, causing a break in operations, an employer is now permitted to give notice immediately to his workers, without authorization from a Selective Service Officer. Employers already had this right in cases of weather conditions, fire, explosion or other calamity causing a work stoppage; and the rule has also applied in building construction work generally, to workers who have been employed less than a month, and to employees refusing to accept a transfer under established practice.

Job "Freeze"

Last November's Order (P.C. 8726) also established a procedure in the case of plants finishing their war contracts, whereby lay-off procedure might be hastened, and employees enabled to find new jobs without loss of time. Selective Service Officers were given authority to remove the priority classification of such plants having an "A" or "B" priority, in order that workers might cease to be "frozen" to their jobs. The principle of this procedure will continue in effect, but the practice will be altered to the extent that a Selective Service Officer now has authority only to remove the "freeze" on an establishment, but not to change the priority rating.

In cases of extensive lay-offs of this nature caused by termination of war contracts, Selec-

tive Service Officers will be on hand at the plant itself wherever this is possible to help place employees in other jobs. Where plant accommodation is not possible, a special office will if necessary be opened in the vicinity of the establishment.

Suspension for Misconduct

An employer is and has been permitted to discharge a worker immediately in cases of serious misconduct, with the employee having the right of appeal to a Selective Service Officer, except when the employee was a member of a union having a collective agreement with the employer providing for the review of a suspension. This section did not provide as to the status of a worker not a member of a union, but nevertheless entitled under the agreement to the same review privilege as union members. The new amendment to the Regulations provides that such a worker will have his case reviewed under the terms of the agreement instead of appealing to a Selective Service Officer.

Any person who is in employment contrary to the provisions of Selective Service, will now be regarded as "unemployed" for the purpose of the Regulations, and subject to direction to essential work.

The penalty for non-compliance with a direction issued by a Selective Service Officer to a man to accept work, has previously been that the man might be directed to an Alternative Service Work Camp. It is felt that this penalty, in most cases, is not appropriate and is so severe that it has actually deterred enforcement action rather than helped it. Accordingly, lesser penalties of fine or imprisonment are added as options to cover a case of refusal to accept a work direction issued by a Selective Service Officer.

Compulsory Direction to Agriculture

Selective Service Officers are now given authority to direct any male person, 16 to 65 years of age, whether employed or unemployed, to a job in agriculture. In view of farm labour shortages it is hoped that this arrangement will help in meeting the problem.

Officers had already had authority to direct males between 16 and 65 to jobs in fuel wood cutting, coal mining, fishing, and fish processing.

Transportation Allowances

In connection with labour transfers, the Minister of Labour is given authority to authorize the payment of workers' transportation and the removal expenses of workers' families, in such areas and during such periods as he may approve. The intention of this amendment is to provide the means to take a war worker from the place where he was

employed either to his former place of residence or to some other place where there is a possibility of his obtaining employment. It will only apply when the Minister specifies the areas and periods of time.

Appeals

Some important changes are made in the appeal procedure under the Regulations. At present appeals are made to the Courts of Referees, set up under the Unemployment Insurance Act. These Courts will continue to deal with appeals, but doubts have now been removed as to whether the Courts may hear certain types of cases. Broadly speaking any person feeling aggrieved may now lodge an appeal with his Court of Referees, and while formerly no second appeal was provided for, the arrangement now will be that a re-hearing of a case may be allowed, where, for example, additional facts are disclosed shortly after the Court reaches its first decision.

A few employers have failed to pay the sums they contracted to pay in regard to the employment of conscientious objectors. A new amendment provides for summary means of requiring payment through court action.

Commenting upon the new regulations the Minister of Labour, Hon. Humphrey Mitchell, said: "While there have been some amendments made to the Civilian Regulations since the last consolidation in January, 1943, certain operating difficulties have arisen which needed to be attended to. Moreover, employment conditions have changed and are changing, and situations will develop when the war in Europe terminates, which must be accommodated under Selective Service. It is felt that the present changes bring the Regulations up to date, and provide a more effective instrument for meeting conditions immediately following the termination of European hostilities."

Text of P.C. 1415

Whereas the Minister of Labour reports that it is necessary for the security, defence, peace, order and welfare of Canada and for the efficient prosecution of the war to amend the National Selective Service Civilian Regulations as hereinafter set out;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under and by virtue of the War Measures Act and The National Resources Mobilization Act, 1940, is pleased to amend the National Selective Service Civilian Regulations, and they are hereby amended, effective the 20th day of March, 1945, as follows:—

1. Subsection one of section two hundred and two of the said Regulations is amended by deleting the word "or" after paragraph (a) thereof and inserting the word "or" and the following paragraph after paragraph (b) thereof:

"(c) in the case of a lay-off for a limited period, give the employee in such manner as the Selective Service Officer may approve such notice not exceeding seven days as the Selective Service Officer may fix in accordance with principles and direction set out in instructions given by the Director."

2. Subsection two of section two hundred and two of the said Regulations is amended by deleting the word "or" at the end of paragraph (c) thereof and inserting the following paragraph after the said paragraph (c):

"(cc) by reason of power shortage, his services cannot be utilized; or"

3. Subsections three, four and five of section two hundred and two of the said regulations are revoked and the following substituted therefor:

"(3) Where the employee is affected by a collective agreement, no period for a notice under paragraph (c) of subsection one of this section shall be fixed until the Selective Service Officer has consulted with the bargaining representatives of the employees who are parties to the agreement.

(4) If the employer does not take an employee back into employment after the expiration of the limited period for which he has been laid off by notice given under paragraph (c) of subsection one of this section and does not lay him off for another limited period by such a notice, he shall, upon the expiration of the limited period for which the employee was laid off, give the employee a notice of separation in prescribed form, in duplicate, and pay him in lieu of notice six days' wages or salary at the normal full-time rate at which he was being paid when he was last working in the employment."

4. Subsections five, six and seven of section two hundred and two A of the said regulations are revoked and the following substituted therefor:

"(5) Upon application by an employer whose establishment has been classified as a 'designated establishment' pursuant to these regulations, or upon his own motion, a Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Director, by an order in writing, except the employer's establishment from the operation of this section.

(6) A Selective Service Officer may, at any time, revoke an order made under subsection five of this section whether or not the employer applies to have the order revoked.

(7) Where an establishment has been excepted from the operation of this section by an order under subsection five of this section and the order has not been revoked, the employer, or any of his employees, may, notwithstanding this section, give notice of separation under section two hundred and two without the permission of a Selective Service Officer.

(8) When an order has been made under subsection five of this section, the employer shall forthwith post three copies thereof in conspicuous places in the establishment where the employees affected are employed and where such an order has been revoked, he shall forthwith post three copies of a notice that the establishment has become a 'designated establishment' in conspicuous places in the establishment where the employees affected are employed.

(9) Notwithstanding any other provision in these regulations, no appeal may be brought from an order or decision made under subsection five or six of this section."

5. Subsections two and three of section two hundred and three of the said regulations are revoked and the following substituted therefor:

"(2) Where an employee is not entitled to have his suspension from duty reviewed under a collective labour agreement, he may, within seven days of being suspended for serious misconduct, exclusive of the day on which he was suspended, apply in writing to the Selective Service Officer to review the suspension and, if he does not make such an application, his employment shall be deemed to have terminated when he was suspended."

6. Subsection two of section two hundred and nine of the said regulations is revoked and the following substituted therefor:

"(2) An employee shall, for the purposes of this section, be deemed to be unemployed

- (a) on the termination of the period of seven days from the day his employer gives him a notice of separation or he gives his employer a notice of separation; or
- (b) on any day during which he is in employment contrary to these regulations."

7. Subsection five of section two hundred and ten of the said regulations is revoked.

8. Subsection one of section two hundred and ten B of the said regulations is revoked and the following substituted therefor:

"(1) A Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Director, by order in writing, direct any male person who has attained his sixteenth birthday but has not attained his sixty-fifth birthday to accept and enter specified employment in

- (a) the cutting of fuel wood,
- (b) coal mining,
- (c) fishing,
- (d) fish processing, or
- (e) agriculture,

at the expiration of seven days from the day the order is made if the person is employed when the order is made or immediately if the person is not then employed."

9. Subsection three of section two hundred and ten D of the said regulations is revoked.

10. The said regulations are further amended by inserting the following section after section two hundred and twelve thereof:

212A. (1) Subject to subsection three of this section, where a Selective Service Officer deems it necessary or expedient for the assistance of a person whose employment has been terminated and who is unemployed, he may, in accordance with the principles and directions set out in instructions given by the Director, pay him either or both of the following, providing he is unable to pay them himself:

- (a) an amount not exceeding his necessary travelling expenses from the place where he was when his employment was terminated to a place where there is a reasonable prospect of securing employment or to his former place of residence; and

(b) an amount not exceeding the aggregate of the travelling expenses necessary for his dependents to travel to the new place of employment or the former place of residence as the case may be, and other expenses that, in the opinion of the Selective Service Officer, necessarily arise out of his change of residence.

(2) Payments under this section may be made to a transportation company in payment of transportation for the person who is unemployed or that person and his dependents, as the case may be.

(3) No payment may be made under this section except in such areas and during such periods as may be specified from time to time by orders made by the Minister".

11. Section two hundred and fourteen of the said regulations is revoked and the following substituted therefor:

"214. (1) Where a Selective Service Officer refuses to grant a permit or permission or cancels a permit, or makes an order, direction, ruling or finding under this part, a person affected thereby, or a representative of a trade union or similar organization to which a person affected thereby belongs, may appeal therefrom to a court of referees by a notice in writing containing a statement of the grounds of the appeal filed in the local office within seven days from the day the permit or permission was refused or the permit was cancelled or the order, direction, ruling or finding was made.

(2) Where a Selective Service Officer grants permission to an employer or employee to terminate employment or grants permission to an employer to lay off an employee, the employer or employee may appeal therefrom to a court of referees by a notice in writing containing a statement of the grounds of the appeal filed in the local office within forty-eight hours from the day he receives notice that permission to terminate the employment or to lay him off has been granted.

(3) If an appeal is filed pursuant to subsection two of this section, the employee shall remain in his employment and the employer shall retain the employee in his employment until the appeal has been decided.

(4) Where, on an application by an employer for permission to terminate the employment of an employee or to lay him off, a Selective Service Officer is satisfied that it has been made necessary to terminate the employment or to lay him off by reason of

- (i) a shortage of materials,
- (ii) a breakdown of machinery,
- (iii) the absence from work of another employee or group of employees,
- (iv) a power shortage,
- (v) the cancellation of a war contract, or
- (vi) such other circumstances as are set out in directions and instructions given by the Director.

and that the employer cannot use the employee's services in alternative employment, there shall be no appeal from the granting of such permission notwithstanding subsection two of this section.

(5) Where, on an appeal from a finding of a Selective Service Officer under section two hundred and three, the court of referees is of opinion that the employee was not guilty of serious misconduct but that there were good and sufficient grounds for terminating

his employment, it may make an order that the employer may, in lieu of reinstating the employee with full pay from the time the application for review was made as required by section two hundred and three, pay the employee six days' wages in lieu of reinstatement; and, where such an order has been made, the employer shall forthwith make such payment to the employee unless he forthwith reinstates the employee with full pay from the time the application for review was made.

(6) An application in writing for a hearing in connection with an appeal under this section may be filed in the local office

(a) by the appellant when filing the notice of appeal, or

(b) by any other person affected thereby within three days from the day the notice of appeal is filed;

and the chairman of the court of referees shall thereupon fix a time and place for the hearing, or, if no such application has been made, the chairman may nevertheless direct that there shall be a hearing and fix a time and place therefor; and the Selective Service Officer shall, in every case, notify the appellant and every other person who, in his opinion, is affected by the appeal of the time and place fixed for the hearing.

(7) A court of referees shall not decide an appeal until a reasonable opportunity has been given to every person who, in the opinion of the chairman, is affected thereby to make any representations that he desires the court to consider in making its decision; and in any case where no hearing is held every such person may make representations to the court of referees in writing.

(8) The members of the court of referees to which an appeal is referred shall be chosen in the same manner as in the case of an appeal to a court of referees under the Unemployment Insurance Act, 1940.

(9) No person shall be a member of a court of referees during the consideration of an appeal

(a) in which he is or may be directly interested,

(b) in which he is or has been a representative of the appellant or other interested person, or

(c) in which he has taken any part either as a witness or otherwise.

(10) An appeal may, with the consent of the appellant but not otherwise, be proceeded with in the absence of any member or members of the court other than the chairman.

(11) If the number of members of the court of referees is an even number, the chairman shall have a second or casting vote.

(12) The procedure on a hearing shall be determined by the chairman of the court of referees.

(13) The court of referees to which an appeal is referred shall consider and determine the appeal as soon as possible after receipt of the notice of appeal and its decision thereon shall be final and conclusive save as in this section otherwise provided.

(14) The court of referees may dismiss an appeal under this section or

(a) grant the permit or permission that the Selective Service Officer whose decision is appealed against should have granted;

(b) reinstate the permit cancelled by the Selective Service Officer; or

(c) rescind any order, direction, ruling, finding, permit or permission made or granted by the Selective Service Officer and make or grant the order, direction, ruling, finding, permit or permission, if any, that the Selective Service Officer whose decision is appealed against should have made;

and a permit or permission granted by it or an order, direction, ruling or finding made by it shall have the same effect as if granted or made by the Selective Service Officer whose decision is appealed against.

(15) The chairman of the court of referees, on new facts being brought to his knowledge, may within thirty days, or such longer period as the Minister may allow, from the day the original decision was made, direct that an appeal shall be reconsidered or reheard as the case may be.

(16) Any person who appears before a court of referees shall do so at his own expense.

(17) The Minister may publish a decision of the court of referees if and as he deems proper.

(18) For the purposes of remuneration, a court of referees functioning under this part shall be deemed to be functioning under The Unemployment Insurance Act, 1940."

12. Section six hundred and eight of the said regulations is amended by adding the following subsections thereto:

"(2) Where a person is convicted of contravening any provision of these regulations by failing to make a payment to His Majesty or to any other person, the Justice or Justices of the Peace, Magistrate, Judge or Court by whom he is so convicted shall, in addition to imposing the penalty provided by these regulations for such contravention, order him to pay to His Majesty or the other person the amount that he failed to pay unless the payment has been made before he is so convicted; and an order made under this subsection shall be enforced as an order made under Part XV of the Criminal Code.

(3) Where a person is convicted of contravening these regulations by failing to accept or enter employment to which he has been directed under Part II, by terminating the employment to which he has been so directed or by ceasing to perform his duties in the employment to which he has been so directed, the Justice or Justices of the Peace, Magistrate, Judge or Court before whom he is so convicted may, if counsel or other person acting for the Crown so requests, whether or not sentence is suspended and in addition to imposing the punishment provided for the offence if sentence is not suspended, direct that the man be taken either forthwith or upon the expiration of the term of imprisonment, if any, in police custody to a place specified by counsel or other person acting for the Crown and delivered to the person in charge thereof; and where such an order is made, for the purposes of all of Part IIA except section two hundred and fifty-two, the person so convicted shall be deemed to be a person to whom Part IIA applies and an order shall be deemed to have been served upon him pursuant to section two hundred and fifty-one."

Decisions of National War Labour Board

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

Fairchild Aircraft Limited (Longueuil, P.Q.) and International Association of Machinists, Montreal Aircraft Lodge 712.

Aluminum Company of Canada, Limited and Le Syndicat National des Employes de l'Aluminium Inc. de Shawinigan Falls.

Aluminum Company of Canada, Limited and Le Syndicat National des Employes de l'Aluminium d'Arvida, Inc.

John Inglis Company, Limited (Toronto) and United Steelworkers of America, Local 2900.

Montreal Tramways Company and Canadian Brotherhood of Railway Employees and Other Transport Workers.

Boeing Aircraft of Canada Limited (Vancouver, B.C.) and International Association of Machinists, Local 756.

The James Brookes Woodworking Company, Limited (New Westminster, B.C.) and British Columbia Woodworkers' Union, Local No. 2.

E. S. Stephenson & Company, Limited (Saint John, N.B.) and Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 3.

Eddy Match Company Limited and Canadian Splint and Lumber Corporation Limited (Pembroke, Ontario) and United Brotherhood of Carpenters and Joiners of America, Locals 2823 and 3175.

Industrial Union of Marine and Shipbuilding Workers of Canada, Locals 1, 2 and 3 and the Canadian Congress of Labour, and Various Shipbuilding Companies in the Maritime Provinces.

Algoma Steel Corporation Limited and United Steelworkers of America, Local 2251.

Harry Mallory (Saint John, N.B.) and United Brotherhood of Carpenters and Joiners of America, Local 849.

Butterfly Hosiery Company Limited and l'Association du Bas façonne de Drummondville.

Dillons Chemical Company, Limited.

Levis Letourneau (Limoulou, Que.) and Clement Picard.

Toronto Transportation Commission and Canadian Electrical Trades Union, Branch No. 1.

Richardson Radio Company (Weston, Ont.) and Robert Bolton.

Defence Industries Limited (Ajax, Ontario) and United Electrical, Radio and Machine Workers of America, Local 521.

Ingersoll Machine and Tool Company, Limited (Ingersoll, Ontario) and United Steelworkers of America, Local 2918.

The Thorold Pulp Company Limited (Thorold, Ontario) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 84.

Brotherhood of Painters and Decorators of Sydney, N.S. and Various contractors.

Spruce Falls Power and Paper Company, Ltd. (Kapuskasing, Ont.) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 89.

Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (Dining Car Service Employees).

The Greater Vancouver Plastering and Lathing Association and The Operative Plasterers' and Cement Finishers' International Association, Local 779.

Re: Fairchild Aircraft Limited (Longueuil, P.Q.) and International Association of Machinists, Montreal Aircraft Lodge 712

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for the Province of Quebec, dated October 24, 1944, by which the Board authorized the Company to inaugurate an Incentive Production Bonus Plan for certain of the occupational classifications of employees engaged directly in the production of aircraft. Leave to appeal was granted on November 20, 1944.

By its authorization the Regional Board authorized the Company to inaugurate the proposed Incentive Production Bonus Plan substantially in agreement with one previously authorized by it for Canadian Vickers Limited; subject to the understanding "that the Company will submit to the Regional War Labour Board for Quebec, at the end of six months (March 31, 1945), report showing results actually secured from the operation of the Incen-

tive Productive Bonus Plan for the purpose of determining to what degree, if any, the Plan should be revised for subsequent operations."

The Plan was partially put into effect by the Company in October, 1944, and it appears that the production has increased (although other factors are also responsible for such increase), and that the employees affected have benefited by certain additional earnings.

The question of the introduction of an Incentive Production Bonus Plan was discussed by the Company and Union representatives in May, 1944. The Company put forward one Plan and the Union proposed another. Agreement could not be reached on several important matters and in the result the Company applied to the Regional Board for authorization of a Plan substantially similar to that in the Vickers' plant. The Union opposed the application, being in disagreement on many matters and before this Board urged that all matters should have been agreed upon by collective bargaining, that a contract embodying the Plan should have been signed and that then, only, the Plan should have been submitted to the Regional Board for approval.

Both parties admit that a serious production problem existed in 1943, and it seems to us that some form of Incentive Production Bonus Plan was desirable. While the Company and

the Union differ as to the form of the Plan, we are satisfied that without experience in the operation of such a Plan it would have been extremely difficult, if not impossible, to reach complete agreement on all the details of any such Plan, particularly in the aircraft industry where changes are constantly occurring.

We do not feel that it is necessary at this point to go into the details of either the Plan now in use by the Company or that proposed by the Union. By March 31, 1945, the Company, pursuant to the Finding and Direction of the Regional Board, will be required to submit a report of the results secured in the trial six months' period "for the purpose of determining to what degree, if any, the Plan should be revised for subsequent operations."

We believe that, as the Plan is now in effect and will shortly have to be reconsidered for final determination, the Order of the Regional Board should stand. It is desirable, we think, that with the experience gained, the parties should, by collective bargaining process, endeavour to reach an agreement as to the final Plan before presentation to the Regional Board for approval, but we leave that matter to the parties themselves.

For these reasons the appeal is dismissed and Finding and Direction will issue accordingly. February 23, 1945.

Re: Aluminum Company of Canada, Limited and Le Syndicat National des Employés de l'Aluminium Inc. de Shawinigan Falls

Reasons for Decision

This is an appeal by the Syndicate from a decision of the Quebec Regional War Labour Board under date of August 10, 1944, wherein the Regional Board denied an application for increases in wage rates by the employees engaged by this Company at its Shawinigan Falls Plant to rates paid at the Arvida Plant of the same Company. An application for review was filed by the Syndicate on September 1 and dismissed and leave to appeal was granted on October 31, 1944.

In effect the application of the Syndicate is made with the view to establishing uniformity of wage rates in all Plants of the Company in the Province of Quebec, and at the level of the highest paid Plant—that is, at Arvida.

In Case File A-40 (L.G., 1944, p. 161), the Board had under consideration an appeal by the Company from a decision of the Regional Board for Quebec which had granted increases at the La Tuque Plant of the Aluminum Company of Canada to the level of those paid at the Arvida Plant and this Board allowed the appeal. At the hearings of the case now before the Board considerable discussion took place as to the basis of that decision and on

the question of whether there should be a differential in rates between the Arvida and Shawinigan Plants.

It must be remembered, however, that since the La Tuque case was considered, the provisions of P.C. 5963 were replaced by the present governing Order, P.C. 9384, under which the Board is required to give effect to the purposes of the Order as laid down in Section 14 (b) thereof as follows:—

"to stabilize the wage structure in Canada established in this manner in order to maintain stability in prices and prevent increases in the general cost of living."

The Board, therefore, in exercising its present power, must give effect to the requirement of stabilization and not necessarily to comparison unless where a gross inequality or gross injustice is shown to exist. (Section 20 (a) of the Order.)

In our opinion the Syndicate did not establish that any gross inequality or gross injustice existed in the rates now being paid at the Shawinigan Plant and it is also clear that the Company is paying at that Plant rates at least as high as are paid in similar classifications in other industries in the Shawinigan Falls area. We believe that the concurrence in the appli-

cation of the Syndicate and the increasing of rates in all comparable units of an industry to the level of the highest paid unit would not be stabilization of the wage structure, but rather the reverse. In 1943 when wage increases were given at the Shawinigan Plant of the Aluminum Company of Canada, many other large industrial concerns in that area applied for and were granted increases based on the increases given at this Plant. It seems clear that were

the rates now to be further increased to bring them in line with those paid at the Arvida Plant, similar action would be very likely to follow.

For these reasons this Board agrees with the decision of the Regional War Labour Board of the Province of Quebec and the appeal will be dismissed.

Finding and Direction will issue accordingly.
February 27, 1945.

Re: Aluminum Company of Canada, Limited and Le Syndicat National des Employés de l'Aluminium d'Arvida, Inc.

Reasons for Decision

By leave of the Quebec Regional Board, the Company appeals from a decision of that Board dated July 4, 1944, whereby an increase in wage rates was ordered for certain classifications employed in the Alpaste Plant at its Arvida works.

This department of the appellant's operations producing an aluminum paste for use in paint was reconverted and practically rebuilt for war purposes and since March, 1944, it turns out an aluminum powder. A similar plant was at about the same time opened at Isle Maligne where rates were authorized by the Regional Board on the Company's application on May 9, 1944. The Syndicate takes the position, to which we think it is entitled, that it is not bound by the Isle Maligne rates for the powder plant because it was not a party either for or against the Company's application. The Company is willing to put the Isle Maligne rates into effect at Arvida, and this means an increase in some classifications although not to the extent requested by the syndicate. The parties agree on the rates for janitor, utility man and stenciller classifications, but are apart 5 cents for operators (class 1) and furnace firemen, 4 cents for the assistant-foreman, 3 cents in the minimum of the range for the foreman and 1 cent in the

maximum of the range for operators (class 2). The Syndicate also requested an automatic upgrading for operators from class 2 to class 1 after 3 months.

The Regional Board adopted the Syndicate's scale of rates, but did not grant the 3-month beginner classification for operators. The ground upon which the application was allowed was the hazardous nature of the work involved in this department.

The Company presented further evidence to this Board on the question of hazard and after giving full weight to it, we conclude that, notwithstanding the thorough safety regulations, there is a degree of hazard in the powder department which perhaps justified the Regional Board's decision. Although the decision is on a fairly narrow ground, we shall not upset it but we wish to make clear that the rates in the Alpaste plant are not to be used as a medium for obtaining increased rates in any other department of the Arvida works. We have the Syndicate's assertion that the work is not comparable.

The appeal will be dismissed as well as the Syndicate's cross-appeal on the matter of operator classifications. The typographical error in the Regional Board's finding and direction should be corrected: the maximum rate for stencillers is 73 cents and not 77.

February 27, 1945.

Re: John Inglis Company, Limited (Toronto) and United Steelworkers of America, Local 2900

Reasons for Decision

The Company appeals from a decision of the Regional War Labour Board for Ontario dated August 23, 1944, authorizing increases in wage rates for typists, timekeeping clerks and tool designers. Although, under its terms, the decision need not be implemented, the Company takes the position that, for the sake of good labour relations, the authorization is deemed by it to be a direction and it wishes this Board to deal with the appeal on that

basis. Leave to appeal was granted by the Regional Board.

The appeal is not pressed with regard to the increases awarded to the timekeeping clerks, and we are only concerned now with the typists and tool designers.

Since the hearing, we have had an investigation made of the nature of the work performed by the classifications involved in this appeal, and particularly of the rates paid to the tool designers as compared with

those engaged in jobbing shops and other manufacturing plants in the area. It is reported to us that the wage schedules of the appellant company, for both productive and non-productive occupational classifications including typists and other clerical workers as well as tool designers, were established in conformity with a system of job evaluation and that the wage rates compare favourably with those in effect in other war plants in the Toronto area.

By increasing the rates for typists, established differentials related to rates for the stenographer classification were disturbed. We find on the evidence supplemented by our own investigation that, considering the nature of the duties performed by typists, no "gross inequality or gross injustice" requiring rectification can be said to exist.

Re: Montreal Tramways Company and Canadian Brotherhood of Railway Employees and Other Transport Workers

Reasons for Decision

This is an appeal by the Company from a Finding and Direction of the Regional War Labour Board for the Province of Quebec dated December 5, 1944, made on the application of the Union. The Regional Board ordered and directed

"the Montreal Tramways Company

1st—To maintain article 10 of the July 24th, 1940, Agreement as actually in existence.

2nd—To maintain article 8 with the following addition: 'an employee pulling a car out without pulling same in on the same run and therefore not benefiting by article 10 should be entitled to a ten (10) minutes allowance as reporting time';

3rd—To pay overtime on the basis of time-and-one-half after eight hours and thirty minutes (8.30) in any day;

4th—To pay time-and-one-quarter for any work done on the seventh day and certain specified holidays.

The foregoing is effective as from the first payroll period starting on or after December 5th, 1944."

The Company made application to the Regional Board for leave to appeal, which was refused on January 31, 1945. The Company then applied to this Board for leave to appeal and also appealed, and both matters were presented to this Board at a hearing on February 15, 1945, and both were reserved.

We are of the opinion that this is a case in which leave to appeal should be granted, and it is, therefore, granted.

Counsel for the Company took a preliminary objection to the power of the Regional Board to deal with this matter on the ground that

With respect to the designers, having in mind the nature of tool designing work done in this particular plant and considering that in at least some jobbing shops a greater and more varied degree of skill is very often required, our finding is also that the condition required by section 20 (1) (a) of P.C. 9384 cannot be found in this case.

Having carefully considered the Union's submissions both to the Regional Board and to this Board, we must, in view of all the relevant information, come to the conclusion that the increases awarded by the Regional Board to typists and tool designers do not find justification in the governing Order in Council and the appeal must be allowed. However, tool designers who receive more than \$250 per month were entitled to the mandatory amount of cost of living bonus.

March 1, 1945.

the application did not come within the provisions of Section 20 (1) (c) of P.C. 9384, which is as follows:—

"20. (1) The National Board may

(c) authorize or direct an employer

(i) to alter a term of employment, which may have the effect of increasing, directly or indirectly, a single rate or the rates within a range established under this Order for an occupational classification of his employees;

in such manner or at such rate or range as in the opinion of the National Board is fair and reasonable and is consistent with and will give effect to the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material".

A strict and literal interpretation of the wording of the Section and of Section 29 of the prior Order, P.C. 5963, might seem to indicate that the Board's powers thereunder were limited to altering terms of employment which might have the effect of increasing directly or indirectly a single rate or the rates within a range, and in this appeal we are not of course dealing with an application to increase the wage rates as such. However, the practice of this Board has been from its inception to deal with working conditions, such as overtime rates, premium rates for Sundays and holidays, holidays with pay, various types of allowances, etc. We are satisfied that in order to properly carry out the true intent and purpose of wage control, it was necessary for the Board to have jurisdiction over working conditions affecting directly or indirectly the compensation paid to employees. We are satisfied that the matters

involved in the appeal are within the jurisdiction of the Board.

Late in December, 1943, the Union approached the Company to negotiate amendments to the agreement which had been in effect since July, 1940. Negotiations were continued for some time, but no agreement was reached although each party seemed prepared to make certain concessions. The Union then applied to the Regional Board and after several hearings and further negotiations, it would appear that, generally speaking, the parties had agreed on most of the matters in dispute excepting the retention of Clause 10, specifically referred to later herein. The Union took the stand that while in its original proposed revisions Clause 10 would be omitted, it was on the basis that the other requests would be met; but as they had been reduced during negotiations, it would insist that Clause 10 be retained. The Company's attitude was that as Clause 10 was not included in the proposed revision, all its negotiations and tentative agreements were conditional on its elimination from the agreement. Much of the argument before the Regional Board and this Board had to do with the retention or cancellation of Clause 10.

One other matter in dispute was in regard to overtime. The Union insisted that it commence daily after assigned hours; and the Company, that if overtime were granted, it should be for all time worked in excess of 8½ hours in any one day. Upon failure of the parties to agree on the matters in dispute and to make a joint application as suggested by the Regional Board, the latter made its Finding and Direction as above quoted.

The Company-Appellant contends that the earnings of the operators concerned in this application are higher than in any comparable Tramway system in Canada, referring particularly to the Toronto Transportation Commission and the British Columbia Electric Railway Company. It is clear that the basic hourly rates in Montreal are lower than those in Toronto, but by reason of Clause 110 of the agreement, substantial annual supplements to the rates are now being paid, and when added to the basic rates, the earnings in the main are not lower than those in Toronto. The Montreal supplement, while now with greatly increased traffic of great benefit to the operators, is based on a formula which limits it to those earning not over \$2,500, and who have been continually on the Company's payroll during the full period of one year. For many years the employees got no benefit from this Clause, but following the outbreak of war and increased revenues, it appears to have steadily increased, but by its very nature it is variable in amount and in all likelihood with the ter-

mination of the war will be much smaller and may eventually be of no benefit whatever.

We are of the opinion that for the foregoing reasons the present earnings of these employees should not be a determining factor in reaching our conclusions in this appeal.

The Regional Board directed the retention of Clause 10, previously referred to. This Clause has been in effect for many years, and, while originally for the benefit of short-run operators, it is now of more general application. It provides an allowance of 30 minutes (in a few cases one hour) for crews, operators and chauffeurs on completed runs. In 1943 it cost about \$300,000. The Company estimated that the extra cost occasioned by the changes in terms of employment conditionally agreed to would somewhat exceed the cost occasioned by the terms of Clause 10. Much of the material presented to us had to do with the question as to whether or not the parties had agreed to the elimination of Clause 10; but it is clear to us that during the negotiations carried on by the parties, there was at no time a consensus ad idem, in the sense that any revisions were unqualifiedly agreed to. In any event, this Board sitting in appeal has now to consider only whether this decision appealed from was a proper one under the governing Order.

Bearing in mind that this Clause 10 has been in effect for many years; that it originally was an allowance of one hour, and during the depression was reduced to thirty minutes; that to eliminate it would deprive the operators on short runs of a supplementary time allowance instituted to give them a reasonable day's work; and that there is a somewhat comparable provision in effect in the Toronto Transportation Commission, the Board after the most careful consideration has reached the conclusion that it should not reverse the Regional Board in its direction to maintain Clause 10.

The changes made by the Regional Board in Clause 8 have the effect of varying the previous allowance for "pulling out" time, by increasing it to a straight ten minutes, and by limiting this "pulling out" allowance to those not benefiting under Clause 10. The Regional Board called this ten minutes allowance "reporting time," but has made it clear to us that all those who would benefit under the ten minutes allowance as "reporting time" would not be entitled to the previous allowances of two and five minutes provided for "pulling out" in Clause 8 of the agreement of July 24, 1940.

Under all the circumstances, we are of the opinion that as this amended allowance is to cover reporting time, including certain duties necessary to be performed before the com-

mencement of scheduled time, it is not an unfair burden on the Company. For purposes of clarification and to express the ascertained intention of the Regional Board, we would add to the second paragraph of its Finding and Direction the following words:

" . . . with the understanding, however, that any employee receiving the ten minutes reporting allowance under this Section of our Finding and Direction shall not receive in addition any allowance for pulling out under paragraphs 1 and 3 of Clause 8 of the Agreement of July 24, 1940."

If any doubt arises between the parties as to the meaning of Clause 8, as amended by the Regional Board, and as further herein amended, and on which the parties cannot agree, the matter may be brought before this Board. It would be advisable, however, for the parties to agree on the rewording of this Clause in keeping with this decision.

As to the overtime provisions contained in Clause 3 of the Finding and Direction, we are of the opinion that they are fair and reasonable. Under the agreement overtime was paid at the rate of time and one-half for hours in excess of sixty per week. While the decision provided for overtime on a daily basis after

eight and one-half hours, it must be remembered that the work is frequently spread over 12 to 14 hours per day.

Clause 4 of the Finding and Direction provides for time and one-quarter for any work done on the seventh day and certain specified holidays. The previous provision in Clause 19 of the agreement was for an advance of 5¢ on regular rates for Sundays and the same specified holidays. The provision of premium rates for work on the seventh day and legal holidays is quite common in industry. We think that the Regional Board was correct in this regard.

We find that on the whole the working conditions authorized and ordered by the Regional Board appear to be in line with the conditions prevailing in comparable local transit systems.

For the reasons above mentioned, we are of the opinion that the authorization and Directions of the Regional Board, as clarified by the addition to paragraph 2 thereof, and herein before referred to, were correct, and we, therefore dismiss the appeal.

Finding and Direction will issue accordingly.

2nd March, 1945.

Re: Boeing Aircraft of Canada Limited (Vancouver, B.C.) and International Association of Machinists, Local 756 (A-344)

Reasons for Decision

By leave granted below, the Union appeals from a decision of the Regional Board for British Columbia dated November 18, 1944, refusing permission to inaugurate the practice of paying at the overtime rate work performed after 44 hours per week. The Company had joined with the Union in making the application to the Regional Board.

The Regional Board found that the established work week in the basic period was 48 hours with time and one-half thereafter. The Union, however, refers to its agreement of August 28, 1940, since renewed, which provided as follows in sections 2 and 3:

"The hours of work shall consist of not more than 48 hours per week and shall revert to 44 hours per week when conditions warrant..." and "...overtime shall be paid at the rate of time and one-half."

We find on the evidence that from 1937 until 1940, the work week was 44 hours, but there is no evidence that time worked in excess of the half-day on Saturdays was paid at the overtime rate. Rather our information is that the overtime rate was paid only after a full day had been worked on Saturdays. That being the case, we do not think the Regional Board's finding as to what was the established work week for the purposes of this case can be successfully challenged.

The Regional Board, in arriving at its decision to leave matters as they were in the basic period, evidently had in mind all of the material circumstances and we are not able to say that it erred in exercising its discretion pursuant to the last sentence of section 20 (1) (c) of P.C. 9384. As a result, the appeal must be dismissed.

March 1, 1945.

Re: The James Brookes Woodworking Company, Limited (New Westminster, B.C.) and British Columbia Woodworkers' Union, Local No. 2

Reasons for Decision

An appeal by the Union from a decision of the British Columbia Regional Board dated November 9, 1944, refusing to direct the Company to pay for overtime at time and one-half after 44 hours in any one week.

The appeal is based upon an agreement dated October 20, 1944, and also upon what is said to be the prevailing practice in certain woodworking establishments in Vancouver.

The agreement provides as follows:

"Forty-four (44) hours shall constitute a full week's work; eight hours to constitute a

day. Time and one-half for overtime, with Sundays and Dominion Statutory Holidays, double time."

This clause is deficient, because it does not state whether the overtime rate is to be paid on the weekly basis in addition to the daily basis. In other words it is impossible to say whether the company agreed to pay at the overtime rate for work required to be performed on Saturday afternoons.

In any event, whether there was an agreement or not, the Regional Board had a

discretionary power and it exercised it against the application on the basis that its policy had been to refuse any extension of overtime pay to a 44-hour week, unless it were shown that the established practice of the particular employer, prior to wage control (November 15, 1941), was to pay such overtime. As it was not shown that the Company-respondent paid overtime rates after 44 hours in the relevant period, we are of opinion that there is no alternative but to dismiss the appeal.

March 2, 1945.

**Re: E. S. Stephenson & Company, Limited (Saint John, N.B.) and
Industrial Union of Marine and Shipbuilding Workers of Canada,
Local No. 3**

Reasons for Decision

This is an application by the Union for leave to appeal from a decision dated November 1, 1944, of the Regional War Labour Board for New Brunswick refusing in effect to increase the rate for machinists from 89 to 95 cents. The Regional Board refused leave to appeal. The Company's machine

shop is engaged on non-marine work and the rate requested by the Union is based upon shipyard rates. We find upon a careful examination of all the material filed that no perceivable error can be said to have been shown in the decision appealed from. As a consequence, the application must be dismissed.

March 5, 1945.

**Re: Eddy Match Company Limited and Canadian Splint and Lumber
Corporation Limited (Pembroke, Ontario) and United Brotherhood
of Carpenters and Joiners of America, Locals 2823 and 3175**

Reasons for Decision

This is an appeal by the companies from a decision of the Regional War Labour Board for Ontario dated October 3, 1944, directing a general 5-cent hourly increase in wage rates effective from August 1, 1944. Leave to appeal was granted by the Regional Board on November 21, 1944, upon an application made within the prescribed period of 30 days.

The appellants rely upon the decision of this Board dated June 26, 1944, (L.G., 1944, p. 839) when a decision granting a 5-cent increase was modified for the reason that it did not conform to the provisions of section 25 of P.C. 5963, which was the Order governing that decision.

It must be noted that the decision now under appeal was made under a different type of wage control formula. Whereas the prior Order contemplated that wage rates could be increased when found to be low upon comparison with rates generally prevailing for substantially similar classifications in the

locality or in a comparable locality, the present Order P.C. 9384, as amended, empowers the Board to increase rates "only if and to the extent that (it) finds that such (increase) is necessary to rectify a gross inequality or gross injustice" (Section 20 (1) (a)).

In the present matter the Regional Board made a positive finding that the rates required rectification on the basis of the present formula, because they were low rates. The average hourly earnings (including the 3 cents awarded last June, but exclusive of the present 5 cents) in the Eddy Company were as of September 18, 1944, 49 cents for men and 40 cents for women, while in the Canadian Splint & Lumber Corporation the averages were 42 cents for men and 34 cents for women. The Board has come to the conclusion that it is not in disagreement with the decision appealed from and the appeal must be dismissed (see decision in Continental Paper Products Limited, L.G., Jan., 1945, p. 30).

March 8, 1945.

**Re: Industrial Union of Marine and Shipbuilding Workers of Canada,
Locals 1, 2 and 3 and the Canadian Congress of Labour, and Various
Shipbuilding Companies in the Maritime Provinces**

Reasons for Decision

This is an application by the Unions concerned for

- (1) a modification of the Finding and Direction of this Board issued May 2, 1944, under P.C. 5963, with respect to retroactivity and a change in the zoning which would involve placing Foundation Maritime Limited at Pictou, N.S. in Zone 1, instead of Zone 2.
- (2) a revision of certain classifications in the said Finding and Direction.

When the hearing opened it was intimated to the parties present that the requests in (1) would be treated as applications to revise the Finding and Direction of May 2, 1944. In fact, it had previously been intimated to the representatives of the Union that an opportunity would be given to make representations for the revisions requested, but, as to Item 2, this involved new matters which would have to be dealt with pursuant to P.C. 9384.

As to retroactivity, the Union sought in the first place to have the retroactive payments extended to a greater number of employees than those indicated in the Finding and Direction, namely, to the following:

- (1) Those laid off because of changes in the Company's employment policy.
- (2) School students, employed during vacation period.
- (3) Those employees who enlisted in the Merchant Navy.
- (4) Those employees sent to another industry by National Selective Service.
- (5) Those employees forced to leave the industry on medical order, for health reasons.
- (6) Dependents of certain deceased employees.

In the second place, the Union sought the extension of retroactivity to those Companies engaged in ship repair work and all of whose employees received *no* retroactivity by reason of the Finding and Direction of May 2, 1944.

It developed in the argument before the Board that in January, 1944, a Finding and Direction was issued with respect to certain shipyards in the Provinces of Quebec and Ontario and which was made as the result of a survey and investigation of these shipyards undertaken by this Board at the request of, and with the full knowledge of, all parties concerned, and that pursuant to this investigation certain rates and classifications were established and the conditions of retroactivity determined. Subsequently, in consequence of assurances given to both employers and employees in the Maritime Shipyards, a similar Finding and Direction was issued on May 2, 1944, with respect to the classifica-

tions, rates of pay and retroactivity for employees in this industry in the Maritime Provinces. Interested parties were given copies of the Finding and Direction applicable to the Ontario and Quebec shipyards and asked to make representations with respect to any special features peculiar to the Maritime shipyards. No representations were received from either employer or employee indicating that either less or greater retroactivity should apply with respect to these shipyards. It would, therefore, seem that any change in the conditions as to retroactivity for the Maritime shipyards would not only occasion greater hardship and unfairness to the employers in the Maritimes, but at this late date would also result in dissatisfaction by the employees in the shipyards in Ontario and Quebec.

It should be pointed out also that in no case were any of the employees of the Maritime shipyards entitled to retroactivity to April 16, 1943, by reason of applications made on their behalf, but the retroactivity was granted solely in conformity with the conditions decided upon by the interested parties on the investigation and review of the shipbuilding and ship repair industry in Eastern Canada. It should be pointed out further that the extension of the provisions of retroactivity to the small shipbuilding repair yards would impose on the employers concerned an obligation of such a nature that they cannot now look to ship-owners or others to assist in meeting same. The Board will not revise its Finding and Direction of May 2, 1944, with respect to retroactivity.

As to the zoning matter, this Board, having regard to the overall action taken with respect to the shipyard industry in Ontario and Quebec, as well as the Maritime Provinces, is unable to change the Finding and Direction of May 2, 1944, in such a manner that the Foundation Maritime Limited at Pictou would be placed in Zone 1 instead of Zone 2. This Company was placed in Zone 2 after a careful study relative to the location of the yard, the nature of the work done, general wage conditions prevailing in the area and other relevant matters. No sufficient reason was presented to this Board to justify a change and there should be a Finding and Direction accordingly.

With regard to the matters involved in item 2 above, the parties were requested to discuss the same with the Board's technical advisers and a separate communication will be sent to them covering the same.

March 8, 1945.

**Re: Algoma Steel Corporation Limited and United Steelworkers
of America, Local 2251**

Reasons for Decision

This is an appeal by the Union from the Finding and Direction of the Ontario Regional War Labour Board dated October 18, 1944. The application was made by the Union pursuant to Order in Council, P.C. 9384, and was for the restoration of differentials which it alleged had been disturbed by the Findings and Directions of the said Regional War Labour Board on March 30, 1944, and May 12, 1944.

Consideration of this application and appeal has been complicated and made unnecessarily difficult by reason of the fact that subsequent to January 26, 1943, the date of Order in Council P.C. 689, and prior to the final disposition by the National War Labour Board of the application submitted to it pursuant to said P.C. 689, the Regional War Labour Board had considered and made Findings and Directions with respect to other applications made on behalf of the same employees with respect to certain wage rates. In order to understand more clearly the appeal under consideration, it will be helpful to refer to, and to keep in mind, earlier applications and decisions pursuant to P.C. 689 with respect to wage questions affecting the employees of Algoma Steel Corporation Limited. On March 31, 1943, the basic rate for common labour was increased to 50c per hour, and the cost of living bonus for all employees of this Company was increased from 5c to 9c an hour. On September 9, 1943, former differentials were restored. However, the case for the maintenance men was not then completely disposed of. The Memorandum of Understanding which was annexed to and formed part of P.C. 689 provided:

"That arrangements be made for the making of a careful study having in view a reclassification and evaluation of jobs".

Notwithstanding the fact that this provision was discussed by the parties concerned at hearings by this Board, they did not make the reclassification and evaluation referred to. On February 17, 1944, by decision of this Board it was recommended that the parties agree to undertake a joint survey with respect to classifications and wage rates for the maintenance men, and, failing their agreement to undertake such survey, the Board would then name a referee. Subsequently, Mr. W. H. Ley was named the referee, and the investigation and survey was undertaken by him.

However, while, pursuant to P.C. 689, the whole question was under consideration by

the National Board, an application was made to the Regional War Labour Board for Ontario on the 21st day of October, 1943, for a further increase in the common labour rate, and for increases in the higher classifications. On the 30th day of March, 1944, the Regional War Labour Board for Ontario directed an increase of 5c per hour in the common labour rate, but denied any increase to other classifications. We find it difficult to understand why one or the other of the parties did not object to such proceedings before the Regional War Labour Board while consideration of, and investigation into, wage rates were being made by the National War Labour Board pursuant to P.C. 689, and had such matters been brought to the attention of the said Regional War Labour Board, the said Regional War Labour Board in the circumstances should not have granted any increase in any of the rates until after the investigations by the National War Labour Board had been completed. However, an increase was directed and the Company did *not* appeal. Subsequently, on the 3rd day of July, 1944, the application now under appeal was submitted to the said Regional War Labour Board by the Union.

This Board is unable to make any comment as to the merits of the application of the 21st day of October, 1943, and which resulted in an increase of 5c per hour in the common labour rate, but it does seem that such increase having been directed then provision for some increases in the higher classifications should now be made.

It should also be noted that the Union in its application of October 21, 1943, sought wage increases for the higher classifications in amounts lesser than the increase sought and directed for common labour. Also at the hearing of this appeal it was admitted on behalf of the Union that the increases sought for the other classifications could in fairness and justice be either substantially reduced or entirely eliminated insofar as certain high classifications were concerned.

For the purpose, therefore, of establishing proper wage increases for classifications higher than common labour, in order to give effect fairly to Section 21 of Order in Council P.C. 9384, which is as follows:

"21. Where the National Board authorizes or directs an employer to increase a single rate or the rates within a range for an occupational classification of his employees, the Board may authorize or direct the employer to increase single rates or rate within ranges for other occupational classifications of his employees, in order to maintain differentials in relation to the rates so increased, only if and to the extent that

the Board finds that the conditions prescribed by paragraphs (a) of section 20 of this Order to the powers of the Board to authorize or direct increases in such single rates or the rates within such ranges, exist, and only in smaller amounts where the rates are higher than the rates so increased",

this Board is of opinion that this appeal should be allowed to the extent that the occupational classifications which prior to the 30th day of March, 1944, were paid wage rates of 61c per hour or over receive increases in the then rate as follows:

Those in receipt of wage rates of—

- (a) 61c but less than 65c per hour, be increased by 4c per hour.
- (b) 65c but less than 67½c per hour, be increased by 3½c per hour.
- (c) 67½c but less than 70c per hour, be increased by 3c per hour.
- (d) 70c but less than 72½c per hour, be increased by 2½c per hour.
- (e) 72½c but less than 75c per hour, be increased by 2c per hour.
- (f) 75c but less than 77½c per hour, be increased by 1½c per hour.
- (g) 77½c but less than 80c per hour, be increased by 1c per hour.

- (h) 80c but less than 90c per hour, be increased by ½c per hour.
- (i) 90c per hour or more—no increase.

Less however with respect to (a) any increases directed by the Regional War Labour Board of Ontario in its order of May 12, 1944.

The appellants ask that increases directed be effective as from the 1st day of January, 1944, but it is impossible under the present appeal to make that direction by reason of the Union's own action in not appealing the Findings and Directions of the Regional War Labour Board dated March 30, 1944, and May 12, 1944. The effective date should in the circumstances be related solely to this particular application under appeal, and which, though dated June 12, 1944, was not filed by the Union with the Regional War Labour Board of Ontario till July 3, 1944. The increases herein before directed will, therefore, be effective as from the 3rd day of July, 1944.

Finding and Direction will issue accordingly.

March 9, 1945.

Re: Harry Mallory (Saint John, N.B.) and United Brotherhood of Carpenters and Joiners of America, Local 840

Reasons for Decision

This is an appeal by the Union concerning the effective date of a Finding and Direction of the Regional War Labour Board for New Brunswick dated August 23, 1944, directing the employer to increase wage rate of carpenters in his employ from ninety (90¢) cents per hour to ninety-five (95¢) cents per hour from July 26, 1944. The Union ask that the employer be directed to pay the increased wage rate from April 16, 1943, the date from which this Board directed an increase in wage rates for employees of St. John Dry Dock and Shipbuilding Company Limited.

The Union makes certain submissions regarding the employer's status, the question being whether he is a sub-contractor of the St. John Dry Dock and Shipbuilding Company or a foreman in their employ. So that we might be fully informed as to this relationship, we have caused an investigation of the matter to be made. We find that Mr. Mallory has been recognized as a jobbing contractor in the City of Saint John for upwards of thirty years; that for some time between the years 1940 and 1942, he was employed as "Joiner Foreman" the Dry Dock Company and when so employed, took with him into the service of the Company certain employees who had previously been in his employ in his jobbing business. When he left the employ of the Dry Dock Company, the workers whom he had brought with him into the service of the

Dry Dock Company were also released. A few months later, Harry Mallory contracted with the St. John Dry Dock and Shipbuilding Company to erect and install furniture and joiner work on ships under construction in the Company's shipyard, and since undertaking such contracts, his activities as a jobbing contractor have been confined almost exclusively to such work. We conclude, therefore, that Mr. Mallory must be considered as an independent employer.

When this Board issued its Finding and Direction of May 2, 1944, in respect of the shipbuilding and ship-repairing industry of the Maritime Provinces, it dealt with the representatives of employees and employers engaged in that industry as primary contractors and not with employers performing work under sub-contract. It would place upon such employers as the respondent an unfair financial burden if retroactivity were granted as asked for.

The application in this case was made to the Regional War Labour Board by the applicant Union under date of July 26, 1944, and the Finding and Direction of the Board required the employer to commence payment of the increased rate as of the date of application. The conditions being as stated, the Decision of the Regional War Labour Board as to the effective date of the wage increase in question is sustained and the appeal is dismissed.

March 8, 1945.

**Re: Butterfly Hosiery Company Limited and l'Association du Bas
façonné de Drummondville**

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for the Province of Quebec, dated October 28, 1944, and reaffirmed on November 28, 1944. Leave to appeal was granted by that Board on December 5, 1944.

The dispute arose over a work stoppage on October 2, 1944, as a result of the Company requiring the employees to clean the machines prior to putting the plant in operation. The employees refused to comply with the request and as a result no work was done on that day.

The Regional Board found, after investigation, that there was a reduction in the employees' earnings, caused partly by the

management and partly by the employees, and ordered the Company, within eight days, to pay fifty per cent of the wages or salaries the employees would have earned on that day had the plant been in operation.

We are of the opinion that there is nothing in the governing Order, P.C. 9384, which gives authority to the Board to determine responsibility for such work stoppage or to assess financial liability therefor. The Order appealed from should, therefore, be set aside and insofar as the Union's appeal for an allowance for the full day is concerned, that appeal will be dismissed.

Finding and direction will issue accordingly.

March 9, 1945.

Re: Dillons Chemical Company, Limited

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Ontario dated December 15, 1944, denying an application for authorization to inaugurate payment of voluntary bonuses to clerical staff in the Company's Toronto office. The Regional Board dismissed the application on the ground that it had no authority to permit an employer to inaugurate a voluntary bonus plan and, on a request for reconsideration, granted leave to appeal.

The Company in 1943, under P.C. 5963, sought and obtained from the Quebec Board permission to distribute to its Montreal employees voluntary bonuses, the total amount of which would not exceed that previously paid (presumably prior to November 15, 1941), to one particular employee. Then subsequently in 1944 and under P.C. 9384 the

Company applied to the Ontario Board for permission to pay the bonus to the Toronto employees.

In view of the provisions of section 26 of P.C. 9384, the decision appealed from is the only one the Ontario Board could make in this case. There is no power conferred upon this Board and the Regional Boards by the Wartime Wages Control Order, 1943, to authorize either the inauguration of a voluntary bonus plan or the extension of a plan for an occupational classification receiving it in the basic period to other classifications. (Reference to decision in Royal Securities Corporation case, L.G., 1944, p. 733.) Without prejudice to any application which may be made for permission to increase wage rates or to establish ranges of wage rates, the appeal is, therefore, dismissed.

March 14, 1945.

Re: Lévis Létourneau (Limoilou, Que.) and Clément Picard

Reasons for Decision

By leave of the Quebec Regional Board, the employer, Létourneau, appeals from a decision of that Board dated December 21, 1944. The appellant operates a very small machine shop and applied for authorization to reduce the wage rate of a machinist, Picard, from 75 cents to 55 cents. The written consent of the latter to the reduction is on file.

The Regional Board came to the conclusion that it did not have jurisdiction to authorize a reduction of wages in this case. Having in mind the provisions of Sections 16 and 20 of the Order in Council (P.C. 9384) as amended, we are of opinion that the decision of the said Regional Board was correct.

March 14, 1945.

Re: Toronto Transportation Commission and Canadian Electrical Trades Union, Branch No. 1

Reasons for Decision

This is an appeal by the employer from a decision of the Ontario Regional Board dated October 12, 1944, directing a wage increase amounting to 5 cents per hour to some seventy-five employees in the electrical department.

Apparently this wage increase was granted as a result of a comparison with the rates paid to similarly designated employees of the Bell Telephone Company and the Toronto Hydro Electric System. It seems to this Board, after careful consideration of the

Union's argument, that in determining whether a "gross inequality" existed, the Regional Board should have restricted its comparison to employees of comparable units in the same industry, namely the local transportation industry.

With this in mind, we have come to the conclusion that the increase ordered by the Regional Board cannot justify itself under the provisions of the Order in Council and as a consequence the appeal must be allowed.

March 15, 1945.

Re: Richardson Radio Company (Weston, Ontario) and Robert Bolton

Reasons for Decision

This is an appeal by the employee, Bolton, from a decision of the Regional Board for Ontario dated December 4, 1944, declining to approve a contract of employment entered into January 1, 1943, whereby the employee was to manage the business of the employer.

We are of opinion that the duties and responsibilities described in clause 1 of the

agreement are of an executive character. Upon that finding and the fact that the remuneration provided under the agreement exceeded \$250 per month, we conclude that the employee was above the rank of foreman and is governed by the provisions of the Wartime Salaries Order, P.C. 9298.

On this ground, the appeal is dismissed.

March 16, 1945.

Re: Defence Industries Limited (Ajax, Ontario) and United Electrical, Radio and Machine Workers of America, Local 521

Reasons for Decision

An appeal by the Union from a decision of the Regional War Labour Board for Ontario dated December 4, 1944, by which that Board refused to authorize the Company to extend to "day workers" payment of a half-hour lunch period as now established for "shift workers". Leave to bring this appeal, which is not opposed by the Company, was duly granted to the Union by the Regional Board.

The plant here involved is an important wartime industry which has been located at some distance from centres of urban residence.

This accounts for certain transportation difficulties which are complicated by the fact that "shift workers" go off duty at 4 p.m. while the "day workers" must work until 4.30 p.m. under existing conditions. The application sought to place all hourly-rated employees on the same basis.

Under the special circumstances prevailing at this plant, this Board has come to the conclusion that the appeal may be allowed and the application approved effective from the date hereof.

March 20, 1945.

Re: Ingersoll Machine and Tool Company, Limited (Ingersoll, Ontario) and United Steelworkers of America, Local 2918

Reasons for Decision

This is an appeal by the employer from a decision of the Ontario Regional Board dated November 17, 1944, requiring the establishment, effective from September 26, 1944, of a work week of 48 hours and payment at time and one-half for time worked in excess of the daily hours mentioned in the finding and direction. The Company had established over a long period a standard work week of 55 hours.

In directing the alteration of a working condition (overtime after 48 hours instead of 55 hours) which had been in existence in this plant and general in the town of Ingersoll, the Regional Board exercised the power conferred by section 20 (1) (c) (i) of the Order (P.C. 9384). We have come to the conclusion that, in the light of the concluding paragraph of the subsection, this Board is unable to say that the decision appealed from should be reversed. However, we believe that the con-

tention with respect to the retroactive feature should be given effect to and that the decision should become effective with the first pay period commencing on or after the date of

Regional Board's decision, namely November 17, 1944.

Finding and Direction accordingly.

March 21, 1945.

Re: The Thorold Pulp Company Limited (Thorold, Ontario) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 84.

Reasons for Decision

An appeal by the Union from the Regional Board for Ontario who by decision dated November 22, 1944 refused its application to extend the company's vacation with pay plan of one week by one day for each year of service beginning with the fifth year, so that employees with ten years' continuous employment would enjoy a two weeks' vacation. The Company opposed the application on the ground of financial inability and it contests this appeal for the same reason.

The extension requested has been generally adopted by employers in the pulp and paper industry in Ontario with the approval of the Regional Board for that province.

To dispose of this appeal, we need not examine the merit of the company's plea, because in any event we would not *direct* the employer to extend the present plan which appears to be in conformity with D.B. 17. Consequently, we dismiss the appeal.

March 22, 1945.

Re: Brotherhood of Painters and Decorators of Sydney, N.S., and Various Contractors.

Reasons for Decision

This is an appeal by the Brotherhood from a decision of the Regional Board for Nova Scotia dated September 18, 1944 refusing an application to increase the wage rate for journeymen painters and decorators employed in Sydney from 83 to 90 cents per hour.

The case for the appellant is ably presented on two grounds, namely: that the rate for painters should be brought up to the rates paid to other tradesmen, such as carpenters, electricians and plumbers; and that journeymen painters employed in the shipyards are paid the higher rate. The Regional Board found that the 83 cents rate in the Sydney

area was the highest rate being paid in the province for these journeymen in the construction trades and concluded that there was no "gross inequality" to be rectified. In effect, it reaffirmed a previous decision made in September, 1943 under the provisions of P.C. 5963. Evidently, the Regional Board is desirous of maintaining the differentials established in the province as between trades and areas. We do not think we can properly interfere with this decision which seems to us to have been arrived at after consideration of all pertinent facts.

The appeal must, therefore, be dismissed.

March 22, 1945.

Re: Spruce Falls Power and Paper Company, Ltd. (Kapuskasing, Ontario), and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 89.

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for the Province of Ontario, dated October 28, 1944, refusing to direct increases in the hourly rates for railway firemen, brakemen and hostlers. Leave to appeal was granted on December 7, 1944.

Relatively few men are employed by the Company in its railway operations, which are incidental to its main operations. The present rate for firemen and brakemen is 80c per hour, and at Smooth Rock Falls and Iroquois Falls the rate is 84c per hour. For hostlers

the rate is 73c per hour and at the other two mills 74c per hour. The request of the Union is to bring the rates at Spruce Falls to these higher levels. The engineer and conductor in this Company have the same rates as at Iroquois Falls. The Company opposes the application mainly on the ground that it would affect the general wage structure throughout its entire operations, in that existing differentials would be disturbed.

It appears to us (and in this the Union agrees) that the railway department might be considered as quite a separate unit and that the classifications affected by this application

would not be similar or comparable to any classifications in the other departments of the Company.

The Regional Board found that on the evidence before it a gross inequality or gross injustice had not been established, but considering all the material presented to us, and for the reasons stated above, we are of the opinion that the Union has established its case.

We, therefore, allow the appeal and direct the Company to pay to the employees affected

by the application the rates applied for by the Union, effective from the date of the application to the Regional War Labour Board for Ontario.

We further direct that the increases herein granted shall not be the basis of any application for increases on the part of the employees in any other departments of the Company.

Finding and Direction will issue accordingly.

March 23, 1945.

Re: Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (Dining Car Service Employees).

Reasons for Decision

By Finding and Direction of March 8, 1944, in Case File N-1397 (L.G., 1944, p. 467), it was provided:

"The National War Labour Board hereby directs Canadian Pacific Railway Company, with effect from March 15, 1944, to inaugurate for the employees covered by the application, the practice of payment at the rate of time and one half, on the minute basis to the nearest fifteen minutes, for all work required to be performed on those assignments in which the time in transit exceeds twenty-four hours and an employee is not relieved from duty for at least nine hours between the serving of dinner and breakfast—such time between the actual time of release from duty and nine hours shall be considered as overtime, and for the purpose of calculating overtime rate the working month is to be considered one of two hundred and forty hours.

This decision is reviewable upon the application of either of the parties upon application on or after September 15, 1944."

By further Finding and Direction dated August 8, 1944 in case File 2N-250, it was provided:

"Two hundred and forty hours' service, or less, in assigned service, shall constitute a basic month's work. All time worked in excess of two hundred and forty hours will be paid for as overtime on the actual minute basis at pro rata rate.

"With the understanding that the above mentioned directive is not to apply concurrently with that issued by the National War Labour Board under date of March 8, 1944, for the same period of time worked by any employee."

Pursuant to the provision for review after the first six months in the Finding and Direction of March 8, 1944, the Company now requests that that Finding and Direction be set aside and that rule 5 (a) in the agreement negotiated between the parties, dated September 15, 1944, cover all overnight travel whether the run is more or less than twenty-four hours. The Union opposes the application and contends that rule 5 (a) refers only to overnight travel of less than twenty-four hours.

The rule is as follows:

"Rest or off-duty period as applied to long haul runs involving overnight travel shall be between the hours of 10 p.m. and 6 a.m., excepting the Third Cook's hours of rest shall be from 10 p.m. to 5 a.m., and any duties performed during rest periods shall be paid for at pro rata rates. This will be included in the monthly guarantee."

In effect, the Company wishes to eliminate special provisions for overtime pay in relation to those assignments in which the time in transit exceeds twenty-four hours on the ground that it introduces a new feature unknown in any other railway agreements; that it is discriminatory, difficult to control, and estimates that in the light of its experience since March 15, 1944, it would cost approximately One Hundred Thousand (\$100,000.00) Dollars extra per year.

The Union desires the retention of the clause on the ground that by its punitive provisions it would tend to provide the employees with an adequate and needed rest period and when such is not obtained would give them additional compensation in lieu thereof.

It is admitted by both parties that when the Union made the application which resulted in the Finding and Direction of March 8, 1944, it was understood that Article 5 (a) above referred to was to cover all long haul runs. The Union, however, states that at that time it was asking for a 208-hour basic month's work, and as a 240-hour basic month was awarded they felt that the special provisions for runs over 24 hours as temporarily granted on March 8, 1944, should be retained. It is common ground that when the agreement of September 16, 1944, was signed, the Company stated it would apply to have this Finding and Direction set aside, and that the Union intimated that it would oppose the application.

It is to be noted that all these employees are monthly rated, that all the runs are bid in on the usual seniority basis and that prior to March 8, 1944, there was no basic work month. The Reasons for Decision in Case File N-1397 make it quite clear that the Board was of

the opinion that, as a temporary measure, some provision should be made to compensate those employees who were deprived of a reasonable night rest period, and, therefore, directed a time and one-half rate for such lost rest time for a trial period of six months with leave to either party to apply thereafter.

Subsequently, and before the six months period had elapsed, a further application was made by the Union, and the Finding and Direction of August 8, 1944, established a work month of 240 hours service or less on assigned runs with payment for overtime at a pro rata basis.

An analysis of the long-haul overnight runs (of which there are 9) shows that in three cases the normal service runs per month are in excess of 240 hours, and it follows that the employees on these runs benefit by the establishment of the 240-hour month; that four are between 230 and 240 hours, in all of which cases a small amount of extra work would result in the payment of overtime; and in the remaining two cases the periods are 211 hours 25 minutes and 214 hours and 42 minutes per month, and in these last two cases the normal lay-over hours at home stations are 92 hours 40 minutes and 98 hours 45 minutes, respectively for an average of 4 and $3\frac{1}{2}$ trips per month. On the other seven runs the lay-over varies from 47 hours to 104 hours. The table also indicates that the normal hours per outbound trip are in excess of 24 hours in five cases, and in four cases on the home bound trip. It is to be noted also that reporting time, station detention time and late time are added to the scheduled time in computing the total monthly hours of service. In addition by the Decision in Case File

2N-512, the employees received an increase of \$12.48 per month effective on September 15, 1943.

The permanent retention of the special provisions contained in the Finding and Direction of March 8, 1944, is not in our view warranted. Increases in basic rates and a basic work month of 240 hours have been provided for since that date. In addition, it would incorporate into the System a provision not known in other Railroads, and a principle differing from that governing the service of passenger trainmen in the System, which principle is as follows:

"Any work incident to the service of an assignment in addition to that necessary to make up the minimum monthly guarantee shall be paid for."

Under normal conditions the employees have a reasonable night rest period, but due to the pressure of increased travelling in war time they have to work extra hours on many occasions. But in view of the improvements already mentioned, the comparatively long rest periods at home stations, and that the provision contained in Finding and Direction of March 8, 1944, is not found in any other Railroad and is not consistent with that applicable to the passenger trainmen, we are of the opinion that Article 5 (a) of the agreement of September 16, 1944, should be applicable to all long haul runs whether over or under 24 hours.

The application of the Company is, therefore, allowed and the Finding and Direction contained in Case File N-1397, dated March 8, 1944, will be set aside as and from April 1, 1945.

Finding and Direction will issue accordingly.

March 23, 1945.

**Re: The Greater Vancouver Plastering and Lathing Association and
The Operative Plasterers' and Cement Finishers' International
Association, Local 779.**

Reasons for Decision

This is an application by employer and employee associations for leave to appeal from a decision of the Regional Board for British Columbia dated December 21, 1944 by which that Board, on a joint request to authorize an increase in the rate for journeymen plasterers from \$1.06 $\frac{1}{2}$ to \$1.25, allowed an increase of $3\frac{1}{2}$ cents bringing the rate to \$1.10 per hour. Leave to appeal was refused by the Regional Board and we think that on the material presented below the application for leave was properly dealt with by the Regional Board. However, the solicitor for the appellants now introduces a new contention, namely that by virtue of an agreement

entered into on October 3, 1941 (prior to the first control order P.C. 8253) the wage rate of \$1.25 is "legally payable". So that this additional argument may be considered and as it involves a new question, we are of the opinion that leave should be granted.

Under the alleged agreement increases were to be granted progressively beginning on December 1, 1941 until the \$1.25 rate was reached on June 1, 1942. The Wartime Wages and Cost of Living Bonus Order (P.C. 8253) became effective on November 15, 1941 and it provided that no employer could increase wage rates without the permission of a war labour board. No applications were made either under that order or its successor P.C.

5963 (July 15, 1942) for approval to pay the said increases, nor were any increases in fact given by the employers.

Assuming that there was a binding agreement entered into on October 3, 1941, which is not altogether clear from the evidence, nothing having been done to implement it until the application to the Regional Board on December 1, 1944 (three years later), it would seem that there had been a waiver of its provisions and that the agreement should not be considered now as being a relevant factor in the case.

In any event, under the present order (P.C. 9384) the parties must establish a "gross injus-

tice or gross inequality". It is argued in that regard that the rate for plasterers should be allowed to go back to the 1932 level in line with most other trades in the construction industry in the area. The Regional Board felt that to permit an increase beyond what would be necessary to make up the maximum cost of living bonus (section 20 (1) (b)) would have an unstabilizing effect on the rate structure in that industry. We think that the Regional Board's decision should be sustained.

Finding and Direction will issue accordingly.

March 23, 1945.

Medical Care Organizations in United States

Between four and five million persons in the United States participated in prepayment medical care organizations in 1943, according to a report published by the U.S. Social Security Board. The estimate excludes plans designed solely to meet costs of hospitalization and plans providing cash benefits only. Industrial plans accounted for slightly less than a million and a half of the persons covered.

Data was furnished to the Board by 214 organizations, with the membership divided as follows:

	<i>Industrial Plans</i>	<i>All Plans</i>
No. of organizations...	113	214
No. of subscribers....	866,014	1,786,025
Dependents	318,261	1,170,761
Total	1,184,275	2,956,786
Total including those eligible on reduced- fee basis	1,425,325	3,320,408

In regard to industrial medical care plans, the report states that in a few cases the industry itself has established and financed the program and has required no contribution from employees, even when their dependents were included. "Much more frequently, employees, with or without employer co-operation, have set up their own prepayment medical care plans. These plans have usually been sponsored by Employee Mutual Benefit Associations, originally established to provide, among other benefits, financial assistance to employees and their families during severe illness or when death occurred."

Most plans impose one or more coverage restrictions, the report states, mainly as to age and income levels. Of the industrial plans, a large number require physical examinations on entrance and a few have age or income limitations; only 18 of the 113 organizations of this type are without any such membership restrictions, but each is limited, by definition, to coverage of a more or less homogeneous group of employees.

Prepayment organizations vary greatly in the combinations of services provided, and many different limitations are placed on the amount of care furnished. Some organizations limit the total money value of the services that may be received for a single illness or in a single year; some make a separate charge for the first care received in each illness, or for the first or all home calls; almost all limit the number of days of hospital care provided under the prepayment plan and many exclude care for particular classes of illness.

More than 65 per cent of the persons eligible for care under these 214 plans in 1943 were entitled to receive physicians' care in the office, home, and hospital for medical and surgical cases and hospitalization for other than excluded illnesses. Almost three-fourths of all eligible persons (73.5 per cent) were entitled to hospitalization as one of the services provided. A few organizations provided fairly comprehensive dental services.

The report summarizes each of the plans, including eleven Canadian plans.

Industrial Disputes and Conciliation

Introduction

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

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

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

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

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

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

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for six days during the month of March. During the month the Board received fourteen applications, held twenty-one hearings, issued twenty certificates designating bargaining representatives, rejected an application for certification and gave decisions in four appeal cases.

Certificates Issued

(1) *International Association of Machinists, Lodge 1848, and Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba* (L.G. Oct., 1944, p. 1221). The Union and Messrs. Gordon Wilkinson, Daniel Forshaw and Arthur Leblanc were certified as bargaining representatives, for all the shift bosses, machinists, machinist helpers, machinist apprentices, floor machinists, floor machinist helpers, head gas mechanics, radial drill press operators, shop handyman, outside repairmen, hammermen, blacksmiths and their helpers,

special Turner apprentices and special fitter apprentices in the Machine Shop; steam fitters, pipe fitters and their helpers and plumbers in the Pipemen's and Plumbers' Department, including the pumpman at Cliff Lake; repairmen and drill steel temperers in the Drill Steel Shop; the foremen of the Bell Making Plant; repairmen, repair helpers and mechanics in the Concentrator Department; special repairmen, repairmen and repair helpers in the Zinc Leaching Department; head repairmen, repairmen and repair helpers in the Copper Smelter Department of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba. Repair foremen in the Concentrator and Zinc Leaching Departments were excluded from the bargaining unit. Certification followed a public hearing and the conducting of a representation vote of the employees affected by an officer of the Board.

(2) *International Brotherhood of Electrical Workers, Local B-1405 and Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba*, (L.G. Oct. 1944, p. 1221). Following a public hearing and the conducting of a representation vote of the employees affected, by an officer of the Board, the Union and Messrs. H. C. Tracy, Peter McSheffrey and Howard Bayley were certified as bargaining representatives for all the electricians, electrician linemen, electrician helpers, hoistmen 1st, and battery attendants in the Mine Department; shovel operators, shovel oilers, and locomotive engineers in the Open Pit Department; mill cranemen in the Concentrator Department; cranemen in the Bedding Bins (Smelter) Department; cranemen, slag motormen in the Copper Smelter Department; Cottrell helpers, Cottrell foremen, Cottrell operators, shop cranemen in the Machine Shop; power-house swing engineers, engineers 1st, shift engineers 1st, compressor operators in the Turbines, Air and Heating Department; electricians, linemen, electrician helpers, winders, electric probationers, steel rail bond welders, electrical apprentices, electrical engineers, mine electrical foreman, line foreman, sub-station operators, electric shop jigger boss, plant electrician sub foreman, and chief maintenance foreman in the Zinc sub-station in the Electrical Department; and the coal plant operator, in the Coal Pulverizer, employed by the Hudson Bay Mining and Smelting Co. Limited.

(3) *International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Local 451, and Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba*, (L.G. Oct. 1944, p. 1221). The Union and Messrs. A. M. Milligan, S. Finley, W. Hinde and Wilfred C. Forsyth were certified as bargaining representatives for all the boilermakers, punch and shear operators, 1st boilermaker helpers, acetylene and electric welders, electric welders, boilermaker apprentices, electric welding apprentices, tinsmiths and tinsmith helpers in the Machine Shop; head rigger, riggers and coal plant operators in the Surface and Transportation Department; and the pumpman in the Open Pit Department of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba. Certification followed a public hearing and the conducting, of a representation vote of the employees affected, by an officer of the Board.

(4) *United Brotherhood of Carpenters and Joiners of America, Local 1779, and Alberta Nitrogen Products Limited, Calgary, Alberta*, (L.G. Jan. 1945, p. 35). Following the taking of a representation vote of the employees

affected, by an officer of the Board, the Union and Messrs. R. E. Sells and David Poffenroth were certified as bargaining representatives for the Carpenters employed by the Alberta Nitrogen Products Limited, Calgary, Alberta.

(5) *Deepsea and Inlandboatmen's Union, Pacific Coast District, Canadian Seamen's Union and Stone Brothers, Port Alberni, B.C.*, (L.G. Feb. 1945, p. 154). The Union and Messrs. Harry Sipes and George Bogard were certified as bargaining representatives for the unlicensed crew personnel of vessels operated by Stone Brothers at Port Alberni, B.C. Certification followed an investigation of the application by an officer of the Board.

(6) *Calgary Power Employees Association and Calgary Power Company Limited, Calgary, Alberta*, (L.G. Jan. 1945, p. 36). Following a representation vote of Professional Engineers of the Company and an investigation of the application by an officer of the Board, the Association and Messrs. L. I. Johnston, Leonard Bullard, Stephen Phillips, Kenneth Miller and Donald C. MacIntosh were certified as bargaining representatives for the employees of the Calgary Power Company Limited, Calgary, Alberta. Excluded from the bargaining unit were district supervisors, plant superintendents, construction supervisors, safety and first aid supervisor, payroll clerks, purchasing agent, assistant purchasing agent and watchman.

(7) *Flin Flon Base Metal Workers' Federal Union No. 172 and Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man.* (L.G. Oct. 1944, p. 1221). The Union and Messrs. Carl E. Berg, S. Crerar, W. Waugh, L. Chisholm, F. Blake, A. McMillan, R. M. Bennett, J. Neilson, J. R. Coles, W. Shomperlen, L. K. Howe and R. Kingsley were certified as bargaining representatives for underground and surface miners and labourers, various classifications of employees employed in non-craft occupations and certain classes of office and clerical employees in the following department: mine, open pit, crusher, concentrator, zinc roaster, tank house, zinc casting, cadmium plant, bedding bins, copper smelter, machine shop, drill steel shop, ball making plant, surface and transportation, coal pulverizer, warehouse and track scale, stewards, turbine air and heating and Flin Flon office clerical department. Certification followed a public hearing and the conducting of a representation vote of the employees affected by an officer of the Board.

(8) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company, B.C. Lakes and River Service* (L.G., Jan., 1945, p. 36). Following a repre-

sentation vote of the employees affected, conducted by an officer of the Board, the Union and Messrs. J. L. Pateman and A. Mose were certified as bargaining representatives for the employees of the B.C. Lakes and River Service, Canadian Pacific Railway Company, employed in maintenance and repair of vessels in shipyards at Nelson, Nakusp, and Okanagan Landing, B.C. The master builder and foreman were excluded from the bargaining unit.

(9) *The Hotel and Restaurant Employees International Alliance and Bartenders' International League of America, Local 724, and Canadian National Railways, Bessborough Hotel, Saskatoon, Saskatchewan* (L.G. Feb. 1945, p. 154). The Union and Messrs. F. Balcombe, M. Strobbe, A. Young, W. J. Smith, Miss E. A. Ell, and Miss O. Bowman were certified as bargaining representatives for the employees of the Bessborough Hotel, Canadian National Railways, Saskatoon, Saskatchewan. Excluded from the bargaining unit were certain employees who were considered to be employed in the hotel in a supervisory or confidential capacity. Certification followed a public hearing and an investigation of the application by an officer of the Board.

(10) *The Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 275, and the Vancouver Hotel Company, Limited, Vancouver, B.C.* (L.G. February, 1945, p. 154). Following a public hearing and an investigation of the application by an officer of the Board the Union and Messrs. E. Tarlier, S. C. Harrison, J. M. Egan, J. J. Vance, H. A. Allison and Mrs. F. E. Rice were certified as bargaining representatives for the employees of the Vancouver Hotel Company, Ltd., Vancouver, B.C. Certain employees who were considered by the Board to be employed in a supervisory or confidential capacity were excluded from the bargaining unit.

(11) *The Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 276, and the Canadian Pacific Railway Company, Empress Hotel, Victoria, B.C.* (L.G. Feb. 1945, p. 154). The Union and Miss May Foster and Messrs. A. E. Verronneau, Arthur Crewe and Hugh A. Allison were certified as bargaining representatives for the employees of the Empress Hotel of the Canadian Pacific Railway Company, Victoria, B.C. The Board excluded from the definition of the bargaining unit certain employees who were considered to be employed in a supervisory or confidential capacity. Certification followed a public hearing and an investigation of the application by an officer of the Board.

(12) *The Hotel and Restaurant Employees' International Alliance and Bartenders' Inter-*

national League of America, Local 662 and the Canadian National Railways, Nova Scotian Hotel, Halifax, N.S. (L.G. March, 1945, p. 290). Following a public hearing and an investigation of the application by an officer of the Board, the Union and Messrs. George Smith, A. R. Johnstone, Raymond Helpard, Roderick McRae, Stanley Metie and the Misses Thelma Cameron and Bertha Briand were certified as bargaining representatives for the employees of the Nova Scotian Hotel, Canadian National Railways, Halifax, N.S. Certain employees who were considered by the Board to be employed in a supervisory or confidential capacity were excluded from the bargaining unit.

(13) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 273, and the Palliser Hotel of the Canadian Pacific Railway Company, Calgary, Alta.* (L.G. March 1945, p. 290). The Union and Messrs. H. A. Chappell, Ray Clarke Noble, and James Lowell Gray were certified as bargaining representatives for the employees of the Palliser Hotel of the Canadian Pacific Railway Company, Calgary, Alberta. The Board excluded from the definition of the bargaining unit certain employees who were considered to be employed in a supervisory or confidential capacity. Certification followed a public hearing and an investigation of the application by an officer of the Board.

(14) *The Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 192, and the Canadian National Railways (Montreal Stockyards Company), Montreal, P.Q.* (L.G. March 1945, p. 290). Following an investigation of the application by an officer of the Board the Union and Messrs. A. R. Mosher, J. E. McGuire, S. H. Eighteen, W. J. Smith, John Yates and Maurice Lacroix were certified as bargaining representatives for the employees of the Canadian National Railways (Montreal Stockyards Company), Montreal, P.Q. Excluded from the bargaining unit were the superintendent, accountant, chief clerk and three foremen.

(15) *Rolling Mill Employees' Federal Union, Local 23180 (A.F. of L) and Dominion Bridge Company, Limited, (Calgary Rolling Mill Department), Calgary, Alberta.* (L.G. Jan. 1945, p. 36). Following an investigation of the application by an Officer of the Board, the Board certified the union and Messrs. Robert Scott, James Curr, Percy Howard and Herbert Dear as bargaining representatives for all roughers, stranners, catchers, finishers, edgers, hotbed men, billet boys, heaters, spell heaters, run-downs, stockers, cindermen, yard stockers, shearmen, melters, furnace helpers, pitmen, ladlemen, cranemen, weighmen, un-

loaders, assistant rollers, pullover men, inspectors, mechanics' helpers, blacksmiths and blacksmiths' helpers, carpenters, storekeeper, machinist, bricklayer's helper, power room helpers, electrician, pipefitter helper, watchmen and all other labour in the plant not having the authority to hire or discharge. Excluded from the bargaining unit were shipping foremen, time-keeper, (O.H.), time-keeper's helper, laboratory assistants, yard office clerk and shipping clerk.

The Rolling Mill Employees' Federal Union, Local 23180 (A.F. of L.) were certified on November 23, 1944 (L.G. Dec. 1944, p. 1481) for certain of the classifications mentioned above but the union desired to include additional classifications in the bargaining unit and therefore submitted a new application. In certifying the bargaining representative, the Board directed that a revised certificate be issued, consolidating that issued under date of November 23, 1944.

(16) *Brotherhood of Sleeping Car Porters and Canadian Pacific Railway Company, Montreal, P.Q.* (L.G. March, 1945, p. 289). The Brotherhood and Messrs. A. Philip Randolph, Bennie Smith, S. R. Lewis, Victor I. Coward, V. I. Petgrave, A. R. Blanchette, P. T. Clay and W. J. McLaughlin, were certified as bargaining representatives for the sleeping car porters of the Canadian Pacific Railway Company employed on all types of sleeping cars, including:—"Tourist", "Grand", "Lake", "Compartment", "Cape", "Mount", "Fort", "Bay" cars and other types of sleeping cars with beds or berths, including parlour cars. Certification followed an investigation of the application by an Officer of the Board.

(17) *British Columbia Seamen's Union, Vancouver Branch, Pacific District, Seafarers' International Union of North America (A.F. of L.) and British Columbia Packers Limited, Vancouver, B.C.* (L.G. February, 1945, p. 154). Following the conducting of a representation vote by an Officer of the Board, in which the applicant union was supported by all the eligible employees, the Board certified the Union and Messrs. H. Murphy, J. Scotland, G. Markey, D. Joyce and M. Deeley as bargaining representatives for the unlicensed personnel in the deck, engine room, and steward's departments of the Motor Vessels "Teco" and "P.W." operated by British Columbia Packers Limited, Vancouver, B.C.

(18) *International Longshoremen's and Warehousemen's Union, Local No. 503 and Empire Stevedoring Company Limited, Vancouver, B.C.* (L.G. March, 1945, p. 290). The Union and Messrs. Ben Welch, Cal Cook,

Austin Smith, Roscoe Craycraft and Steve Glumaz were certified as bargaining representatives for the Longshoremen employed at Port Alberni, B.C. by the Empire Stevedoring Company Limited, Vancouver, B.C. Foremen were excluded from the bargaining unit. Certification followed an investigation of the application by an officer of the Board.

(19) *International Longshoremen's and Warehousemen's Union, Local No. 503 and Canadian Stevedoring Company Limited, Vancouver, B.C.* (L.G. March, 1945, p. 290). Following an investigation of the application by an officer of Board, the Board certified the Union and Messrs. Ben Welch, Cal Cook, Austin Smith, Roscoe Craycraft and Steve Glumaz as bargaining representatives for the Longshoremen employed by the Canadian Stevedoring Company Limited, Vancouver, B.C. Foremen were excluded from the bargaining unit.

(20) *Canadian Seamen's Union, Pacific Coast District and Straits Towing and Salvage Company Limited, Vancouver, B.C.* (L.G. March, 1945, p. 290). The Union and Messrs. J. M. Smith, G. Bogerd and H. Sipes were certified as bargaining representatives for the unlicensed crew members in the deck, engine room and steward's departments on vessels operated from Pacific Coast ports by the Straits Towing and Salvage Company Limited, Vancouver, B.C. Masters, mates and engineers were excluded from the bargaining unit.

Application for Certification Rejected

Northern Manitoba Mine Mill and Smelter Workers Union, Local 812 of the International Union of Mine, Mill and Smelter Workers and Hudson Bay Mining and Smelting Company Limited, (L.G. Sept. 1944, p. 1109). Following a public hearing the Board decided that the application for certification of bargaining representatives could not be entertained for the reason that it had not been shown that the applicant Union acted with the authority of the majority of the employees affected.

Applications for Certification under Investigation

(1) Brotherhood of Railroad Trainmen, on behalf of dining car employees of the Northern Alberta Railways, Edmonton, Alta.

(2) Canadian Seamen's Union, Pacific Coast District, on behalf of the unlicensed crew members in deck, engine room and steward's department of the vessels operating from

Pacific coast ports of the Vancouver Tug and Barge Company, Limited, Vancouver, B.C.

(3) The National Catholic Syndicate of Roberval Saguenay Railway Company Employees, on behalf of employees in station, track train, shop, repairs, maintenance, office, etc., of the Roberval Saguenay Railway Company, Arvida, P.Q.

(4) Seafarers' International Union of North America, on behalf of the unlicensed personnel in deck and engine room departments of the British Columbia Coast Steamship Service of the Canadian Pacific Railway Company, Vancouver, B.C.

(5) International Longshoremen's Association, Local 38-164, on behalf of all longshoremen, excluding foremen employed by the Empire Stevedoring Company, Limited, Vancouver, B.C., in the Chemainus District from Crofton, South, to Nanoose Bay, North, including Nanaimo and Lady Smith.

(6) The International Longshoremen's Association, Local 38-164, on behalf of all longshoremen, excluding foremen employed by the Canadian Stevedoring Company, Limited, Vancouver, B.C., in the Chemainus District from Crofton, South, to Nanoose Bay, North, including Nanaimo and Lady Smith.

(7) The Brotherhood of Maintenance of Way Employees, on behalf of the section crews of the Thousand Islands Railways, Gananoque, Ont., subsidiary of the Canadian National Railways, Montreal, P.Q.

(8) The Seafarers' International Union of North America (Vancouver Branch) Pacific District (A.F. of L.) on behalf of the unlicensed personnel of deck, engine room and steward's department, excluding masters, mates and engineers of the British Columbia Steamships Limited, Vancouver, B.C.

(9) The Brotherhood of Railway Carmen, Canadian National Railway System Federation, No. 11, on behalf of mechanics, mechanic's helpers, station and office cleaners in the Montreal Central Station of the Canadian National Railways, Montreal, P.Q.

(10) The International Brotherhood of Electrical Workers, Local 348 on behalf of linemen in the employ of the City of Medicine Hat, Alta.

(11) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station

Employees, on behalf of shovellers, labourers, experienced labourers, and all monthly rated employees engaged in the operation of the elevator of the Searle Grain Company Limited, Fort William, Ont.

(12) Commercial Telegraphers' Union, on behalf of all the radio officers employed on ships, operated by the Park Steamship Company, Limited, Montreal, P.Q., from the East Coast.

(13) Brotherhood of Painters, Decorators and Paperhangers of America, Local 583 on behalf of the painters employed by the Alberta Nitrogen Products, Calgary, Alberta.

(14) Brotherhood of Railroad Trainmen on behalf of locomotive engineers, firemen, hostlers, locomotive crane operators and firemen, yard masters, assistant yard masters, yard conductors and yard brakemen of the National Harbours Board (Railways) Quebec Division, Quebec, P.Q.

Decision of Board in Appeal Cases

The Board issued reasons for judgment in the following cases:

1. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), Locals 222, 195 and 199, appellants and General Motors of Canada, Limited, Oshawa and Windsor, Ontario and McKinnon Industries Limited, St. Catharines, Ontario, respondents.

2. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO), Locals 195 and 127, respondents and the Canadian Bridge Company Limited, Plant No. 3, Windsor, Ontario and Gotfredson Limited, Windsor, Ont., and Chrysler Corporation of Canada Limited, Plant No. 4, Chatham, Ontario, appellants.

3. United Mine Workers of America, District 26, respondents and Sydney and Louisburg Railway Company, Sydney, N.S., appellants.

4. American Newspaper Guild (CIO) respondent, and the Star Publishing Company of Windsor, Limited, Windsor, Ontario, appellant.

The text of the Board's reasons for judgment in the various cases appears below.

Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 222, Applicant Appellant, and General Motors of Canada, Limited, Oshawa, Respondent, and Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 195, Applicant Appellant, and General Motors of Canada, Limited, Windsor, Respondent, and Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 199, Applicant Appellant, and McKinnon Industries Limited, St. Catharines, Respondent

The Board consisted of all members except the Vice-Chairman.

Reasons for Judgment of the Chairman and Mr. Harmegnies

These are three appeals from the Ontario Labour Relations Board which involve the same issue and were argued together. The Ontario Board refused to intervene and refer the matter to the Minister pursuant to section 11 of the regulations. The union alleges that in December, 1944, it negotiated for the renewal of the collective agreement within the period of two months prior to the expiry date of the collective agreement in each case, pursuant to section 16 of the regulations, and contends that the Ontario Board should have intervened and referred the matter to the Minister.

The contracts differ from the contract in the Canadian Bridge Company's case in that they are primarily for the duration of the war. The Ontario Board gave no Reasons for Judgment but made it clear, during the course of the hearing, that in its view negotiations for renewal before the end of the war were premature. We agree with this finding. We would dismiss the appeal.

(Sgd.) G. B. O'CONNOR,
Chairman.

RENE HARMEGNIES.

Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 195 Applicant Respondent and The Canadian Bridge Company Limited, Plant No. 3, Appellant and Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 195 Applicant Respondent and Gottfredson Limited Appellant and Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 127 Applicant Respondent and Chrysler Corporation of Canada, Limited, Plant No. 4, Chatham, Ontario Appellant

The Board consisted of all members except the Vice-Chairman.

Reasons for Judgment

These are three appeals from the Ontario Labour Relations Board which involve the

Reasons for Judgment of Messrs. Hills, Deschamps, Complin and Taylor

As parties to the majority decision in these cases we are of course in agreement with the Chairman in the result but we cannot agree with his reasons.

We are satisfied that the requirements of section 16 (1) of the amended regulations have not been met in these cases and, consequently, we are unable to find any acceptable reason which supports the view that the Ontario Board should have arrived at a different decision.

The appeals will be dismissed.

A. J. HILLS,
A. DESCHAMPS,
E. R. COMPLIN,
H. TAYLOR.

We dissent:

A. R. Mosher,
W. L. Best,
J. A. D'Aoust.

J. L. Cohen, Esq., K.C., for Applicants Appellants; T. D. Delamere, Esq., for General Motors, Respondent; J. L. G. Keogh, Esq., J. T. Cook, Esq., for McKinnon Industries, Ltd., Respondent; J. B. Aylesworth, Esq., K.C., for General Motors, Windsor, Respondent.

March 27, 1945.

same issue and were heard together. In each case, the Ontario Board intervened and referred the matter to the Minister, pursuant to section 11 of the regulations.

Clause 18 of the collective agreement of the Canadian Bridge Company Limited is as follows:

This agreement shall continue in full force and effect until the 30th day of September, 1944, and from year to year thereafter unless between the 1st of August and the 15th of August, 1944, or between the 1st of August and the 15th of August of any year thereafter either the Company notifies the committee or the committee notifies the Company of its desire to terminate the agreement and thereupon the agreement shall terminate as of the 30th day of September of the year in which the notice is given. Between 1st August and 15th August, 1943, or between 1st August and 15th August of any year thereafter the Company may notify the committee or the committee may notify the Company of its desire to amend the agreement in which event the notice shall set forth the nature of the amendments desired. If the parties are unable to agree upon the proposed amendments on or before the 30th day of September in any such year the proposed amendment shall not come into effect. Any amendments which may be agreed upon shall become a part of the agreement without modifying or changing any of the other terms of the agreement save as may be necessary to give full effect to the amendments.

The duration clause in the collective agreements with the other appellants is similar except as to dates. Counsel for the employers contended that the Ontario Board was wrong in intervening and referring the matter to the Minister because negotiations for the renewal of the collective agreement were unnecessary since, under the above provision, the agreement is automatically renewed unless terminated by either party. In its Reasons for Judgment in the first Motor Products case on September 2, 1944, this Board adopted the view of the Ontario Board "that an automatic renewal clause, such as that contained in the agreement under consideration, is inconsistent with the regulations and cannot operate as a bar to intervention of the Board pursuant to a request made by the union". This Board repeated the same statement in its judgment in the Motor Products case on January 30, 1945. Counsel for the employers contends that the said judgments are erroneous and interprets our judgment of January 30, 1945, as meaning that if either party seeks amendment of an agreement that action is equivalent to bringing about the expiry date of the agreement. We did not so hold.

The question at issue depends to a large extent upon the interpretation of the words "negotiations for the renewal of the agreement" in section 16 of the regulations. Renewal has at least two meanings. It may mean renewal on the same terms or renewal with amendment or variation. Clearly in regulation 16 it means renewal with amendment because there would probably be no necessity of negotiations for a renewal on the same terms and certainly there would be no need of a conciliation officer or of a concilia-

tion board's services which are made available for negotiations for the renewal by sub-section 2 of section 16.

But, then, it is contended that there can be no negotiations for the renewal of the agreement "within the period of two months prior to the expiry date" as provided by section 16 because there is no expiry date in the agreement. In the Canadian Bridge case the Ontario Board found that negotiations began on September 19, 1944, and continued on September 20, 22, 23 and 25, 1944. They held "Clause 18 of the agreement sets out in express terms an expiry date, namely September 30, 1944".

This Board has twice come to the same conclusion in its judgments in the Motor Products case where the duration clause was identical with the duration clauses in question here except as to dates. We are not overlooking the fact that the expiry date of September 30, 1944, in the Canadian Bridge case is not absolute but contingent on previous notice to terminate the agreement, but by the terms of the duration clause the parties themselves fixed September 30 as the expiry date of negotiations for amendment and renewal of agreement.

It would be unreasonable to say that while the parties fixed September 30 as the expiry date of their negotiations for renewal, this Board should not find that it is the expiry date for negotiations for renewal under section 16 of the regulations.

This Board concurs in the finding of the Ontario Board as to the expiry date. To hold that there was no expiry date and that the agreement must continue until terminated by notice without right to conciliation in negotiations for renewal would not be consistent with the avowed purpose of the Wartime Labour Relations Regulations, namely "That differences between employers and employees should be settled by peaceful means."

The appeals are dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

A. R. MOSHER,
WM. L. BEST,
RENE HARMEGNIES,
J. A. D'ACOST.

We dissent:

(Sgd.) A. J. Hills,
A. Deschamps,
E. R. Complin,
H. Taylor.

J. B. Aylesworth, Esq., K.C., for Appellants,
J. L. Cohen, Esq., K.C., for Applicants
Respondents.

March 27, 1945.

Between: United Mine Workers of America, District 26, Applicant Respondent, and Sydney and Louisburg Railway Company, Appellant

The Board consisted of all members except the Vice-Chairman, Messrs. Harmegnies, Complin and D'Aoust.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application for leave to appeal and an appeal from a decision of the Nova Scotia Labour Relations Board certifying the bargaining representatives elected by the United Mine Workers of America, District 26, for the section men of the Sydney and Louisburg Railway Company.

The appellant contends that the section men are not separately organized into a trade union pertaining to a craft within sub-section 4 of section 5 of the regulations.

Section 25 (1) of the regulations provides that the Board shall decide and its decision shall be final and conclusive upon the question as to whether "the unit of employees appropriate for collective bargaining is the employer unit, craft unit, plant unit or a subdivision thereof." Under this section, the Nova Scotia Board has decided that the unit

of employees appropriate for collective bargaining is the section men employed on the railway, that is a sub-division of the employer unit.

Sub-section (1) of section 8 of the regulations provides that "where the Board is satisfied that the bargaining representatives have been duly elected or appointed, it shall certify them as bargaining representatives. . . ." Once the Board is satisfied that the bargaining representatives have been duly elected or appointed and that the unit of employees concerned is one which is appropriate for collective bargaining, the Board must certify bargaining representatives without regard to the bargaining agency by which they have been elected or appointed.

Leave to appeal will be granted but the appeal is dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

L. A. Forsyth, Esq., K.C., for Appellant;
J. L. Cohen, Esq., K.C., Adam Scott, Esq.,
for Applicant Respondent.

March 27, 1945.

Between: American Newspaper Guild (CIO), Applicant Respondent, and The Star Publishing Company of Windsor, Limited, Windsor, Ontario, Appellant

The Board consisted of all members except the Vice-Chairman and Mr. Harmegnies.

Reasons for Judgment

The Judgment of the Board was delivered by the Chairman.

This is an appeal by the employer from that portion of the direction of the Ontario Labour Relations Board establishing a bargaining unit which excludes truck drivers. The application of the union for certification excludes those employees "who are within the established jurisdiction of, or are members of *bona fide* active craft unions . . ." The Windsor Local of the International Brotherhood of Teamsters, Warehousemen, Chauffeurs and Helpers of America claims jurisdiction over truck drivers in the Windsor district but this Board expresses no opinion as to whether it is a craft union. At the hearing before the Ontario Board, truck drivers were not mentioned. Counsel for the employer assumed that they would not be excluded. Counsel for the union, at the request of the Ontario

Board, ascertained that the International Brotherhood of Teamsters, Warehousemen, Chauffeurs and Helpers of America claimed it had established jurisdiction over all truck drivers in the Windsor district and so advised the Ontario Board. The Ontario Board, apparently relying upon the above-mentioned exclusion in the application, did not include the truck drivers in the bargaining unit and no opportunity was given to the employer to make further representations.

Counsel for the union stated that he was also appearing for the Windsor Local of the International Brotherhood of Teamsters, Warehousemen, Chauffeurs and Helpers of America who had not previously intervened because the application, in their view, excluded truck drivers. He contended that the inclusion of truck drivers in the bargaining unit and the collective agreement to be negotiated might lead to a jurisdictional dispute; that the American Newspaper Guild had excluded from the application these employees and that the

Ontario Board was right in excluding them since a union should not be obliged to negotiate for employees for whom it did not wish to act.

This Board is of the opinion that in fixing the unit of employees appropriate for collective bargaining, it is not limited by the expressed wishes of either the union or the employer.

Leave to appeal will be granted. The appeal will be allowed and the truck drivers will be included in the bargaining unit.

(Sgd.) G. B. O'CONNOR,
Chairman.

G. P. Dickson, Esq., and J. B. Aylesworth, Esq., K.C., for Appellant; J. L. Cohen, Esq., K.C., for Applicant Respondent.

March 27, 1945.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Board Reports Received

During the past month reports were received from twelve Boards of Conciliation:—

Concerning Steel Company of Canada (Canada Works) Hamilton, Ont., and Local 3250, United Steelworkers of America.

Concerning Miramichi Lumber Company Limited, Minto, N.B., and Local 7409, United Mine Workers of America.

Concerning Granby Consolidated Mining and Smelting and Power Company Limited, Copper Mountain, B.C., and Local 649, Copper Mountain Miners' Union, International Union, Mine, Mill and Smelterworkers.

Concerning Fairchild Aircraft, Limited, Noorduyn Aviation Limited & Canadian Vickers, Limited, Montreal, and International Association of Machinists, Lodge 712.

Concerning Empire Brass Company Limited and Pumps & Softeners Limited, London, Ontario, and Local 2699, United Steelworkers of America.

Concerning Willard Storage Battery Company of Canada, Ltd., and United Electrical, Radio and Machine Workers of America, Local 512.

Concerning International Harvester Co., of Chatham, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-CIO.

Concerning Island Mountain Mines, Ltd., Wells, B.C., and Wells Miners' Union, Local No. 685, International Union of Mine, Mill and Smelter Workers.

Concerning Westminster Foundry Ltd., New Westminster, B.C., and Local 3254, United Steelworkers of America.

Concerning Cannery Machinery Limited, Simcoe, Ontario, and Local 257, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning Campbell's Soup Company Limited, New Toronto, Ont., and United Packinghouse Workers of America.

Concerning Andrews Wire Works of Canada, Limited, Watford, Ont., and Local No. 2, Federation of Industrial Workers Union.

Boards Fully Constituted

During March eight Boards of Conciliation were fully constituted:—

Thompson Brothers Machinery Company Limited, Liverpool, N.S.—The Board of Conciliation established to deal with a dispute between Thompson Brothers Machinery Company Limited, Liverpool, N.S., and Federated Council of Thompson Brothers Machinery Company Limited, was fully constituted on March 21, with the appointment of Honourable Mr. Justice J. H. A. L. Fairweather, Saint John, N.B., as Chairman of the Board who

was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. Mr. W. P. Potter, K.C., Lunenburg, N.S., and Mr. Clarence Webber, Brooklyn, Queen's County, N.S., were appointed on the nomination of the employer and employees respectively.

Moffats Limited, Weston, Ontario.—The Board of Conciliation established to deal with a dispute between Moffats Limited, Weston, Ontario and United Steelworkers of America, Local 3129, was fully constituted on March 12, with the appointment of Dr. R. MacGregor Dawson, Toronto, Ontario, as Chairman of the Board who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. C. C. Calvin, Toronto, and Herbert Orloff, Toronto, were appointed on the nomination of the employer and employees respectively.

Kootenay Belle Gold Mines, Retallack, B.C.—The Board of Conciliation established to deal with a dispute between Kootenay Belle Gold Mines, Retallack, B.C., and Local 698, Retallack Mine & Mill Workers Union, was fully constituted on March 20, with the appointment of Brigadier Sherwood Lett, Vancouver, B.C., as Chairman of the Board, on the joint recommendation of the other two members of the Board. Mr. R. L. Norman, Vancouver, B.C., and Mr. B. A. Ward, Vancouver, B.C., were appointed on the nomination of the employer and employees respectively.

Ford Motor Company of Canada, Limited, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between Ford Motor Company of Canada, Limited, Windsor, Ontario and Local 240, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, was fully constituted on March 21, with the appointment of Dr. Cecil A. Wright, Toronto, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. S. L. Springsteen, K.C., Toronto, and Mr. Bora Laskin, Toronto, were appointed on the nomination of the employer and employees respectively.

Federal Wire & Cable Company Limited, Guelph, Ontario.—The Board of Conciliation established to deal with a dispute between Federal Wire & Cable Company, Limited, Guelph, Ontario, and Local 3021, United Steelworkers of America, was fully constituted on March 22, with the appointment of His Honour Judge J. E. Lovering, Toronto, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint

recommendation from the other two members of the Board. Mr. E. MacAulay Dillon, K.C., Toronto, and Mr. Herbert Orloff, Toronto, were appointed on the nomination of the employer and employees respectively.

Dominion Bridge Company, Burnaby, B.C.—The Board of Conciliation established to deal with a dispute between Dominion Bridge Company, Burnaby, B.C., and Local No. 1, Boilermakers and Iron Shipbuilders Union of Canada was fully constituted on March 21, with the appointment of Mr. J. Edwin Eades, Vancouver, B.C., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. A. Reg. Macdougall, Vancouver, B.C., and Mr. Lawrence Anderson, Vancouver, B.C., were appointed on the nomination of the employer and employees respectively.

Boeing Aircraft of Canada Limited, Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between Boeing Aircraft of Canada Limited, Vancouver, B.C., and Aeronautical Mechanics Lodge 756, International Association of Machinists was fully constituted on March 20 with the appointment of Mr. Clarence Darling, Vancouver, B.C., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. W. A. Sutton, Vancouver, B.C., and Mr. Birt Showler, Vancouver, B.C., were appointed on the nomination of the employer and employees respectively.

Anaconda American Brass Limited, New Toronto, Ontario.—The Board of Conciliation established to deal with a dispute between Anaconda American Brass Limited, New Toronto, Ontario, and Local 811, International Union, Mine, Mill & Smelter Workers, New Toronto Brass & Copper Workers Union was fully constituted on March 12 with the appointment of Dr. Cecil A. Wright, Toronto, as Chairman of the Board, on joint recommendation of the other two members of the Board. Mr. N. P. Petersen, Toronto, and Mr. Lewis Duncan, Toronto, were appointed on the nomination of the employer and employees respectively.

Boards Established

During March seven Boards of Conciliation were established but not fully constituted.

Concerning Wm. Russell and Sons, Windsor, Ontario, and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America.

Concerning Midland Shipyards Limited, Midland, Ontario and Local Number 9, In-

dustrial Union of Marine & Shipbuilding Workers.

Concerning Massey-Harris Company Limited (Toronto Works) Toronto, Ontario. (Weston Works) Weston, Ontario and (Verity Street and Market Street Works) Brantford, Ontario and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning H. Krug Furniture Company Limited, Kitchener, Ontario, and Local No. 8, Canadian Aircraft Workers Association.

Concerning Imperial Optical Company, Toronto, Ontario, and Local 514, United Electrical, Radio and Machine Workers of America.

Concerning Dominion Button Company, Kitchener, Ontario, and National Union of Textile Workers.

Concerning Collingwood Shipyards, Collingwood, Ontario, and Local No. 4, Industrial Union of Marine and Shipbuilding Workers.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and the signing of an agreement:

Concerning Weatherhead Company of Canada Limited, St. Thomas, Ontario, and International Association of Machinists.—J. P. Nicol, Sr., Conciliation Officer.

Concerning Smith & Stone Company, Limited, Georgetown, Ontario, and Local 526, United Electrical, Radio and Machine Workers of America—H. Perkins, Conciliation Officer.

Concerning Lamaque Mining Company Limited, Bourlamaque, P.Q., and Local 654 Val d'Or Mine and Mill Workers Union.—R. Trepanier, Conciliation Officer.

Concerning Hepworth Furniture Company, Southampton, Ontario and Local 2690, United Brotherhood of Carpenters and Joiners of America.—F. J. Ainsborough, Conciliation Officer.

Concerning Guelph Stove Company, Guelph, Ontario and Local 212, International Moulders and Foundry Workers Union of North America.—H. Perkins, Conciliation Officer.

Concerning Gar Wood Industries of Canada Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)—J. P. Nicol, Sr., Conciliation Officer.

Fitton and Parker Furniture Company, Southampton, Ontario, and Local 2690, United Brotherhood of Carpenters and Joiners of

America.—F. J. Ainsborough, Conciliation Officer.

Concerning twelve dairy companies, Toronto, Ontario: Blantyre Dairy Limited; Donland's Dairy Limited; Findlay Dairy Limited; Hall's Pure Milk Dairy Limited; Highland Dairy Limited; Hastings Dairy Limited; Rice's Dairy Limited; Ritchie's Dairy Limited; Scarborough Farm Dairy, Limited; Toronto Dairies, Limited; Valley View Dairy, Limited; Walnut Dairy, Limited; and Local 647, Milk Drivers & Dairy Employees' Union.—J. P. Nicol, Sr., Conciliation Officer.

Concerning three cartage companies, Moose Jaw, Sask.—Moose Jaw Cartage Company Limited; Jack's Jiffy Delivery; Union Transfer & Storage Company, Limited, and Canadian Brotherhood of Railway Employees & Other Transport Workers Division 187.—H. S. Johnstone, Conciliation Officer.

Concerning Canadian Ramapo Iron Works Limited, Niagara Falls, Ontario—and Local 179, International Chemical Workers Union.—J. P. Nicol, Sr., Conciliation Officer.

Concerning Canadian Industries Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (UAW-CIO).—J. P. Nicol, Sr., Conciliation Officer.

Assignment of Conciliation Officers

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

Concerning St. Clair Processing Company, Sarnia, Ontario, and United Gas, Coke & Chemical Workers (CIO).—J. P. Nicol, Sr., Conciliation Officer.

Concerning Guelph Stove Company, Guelph, Ontario and Local 3302, United Steelworkers of America.—H. Perkins, Conciliation Officer.

Concerning Grand Trunk Pacific Development Company Limited, Prince Rupert, B.C., and International Union of Operating Engineers, Local 510.—G. R. Currie, Conciliation Officer.

Concerning R.C.A. Victor Company Limited, Montreal, P.Q., and Local 1028-B, International Brotherhood of Electrical Workers.—L. Pepin, Conciliation Officer.

Concerning Dominion Tar and Chemical Company Limited, Montreal, P.Q., and Local 173, Dominion Tar & Chemical Company, Limited Employees Federal Union. (T. & L.C. of Canada).—L. Pepin, Conciliation Officer.

Concerning Dominion Engineering Works Limited, Longueuil, P.Q., and Local 1596, International Association of Machinists.—R. Trepanier, Conciliation Officer.

Concerning Dominion Bridge Company Limited and Riverside Iron Works Limited, Calgary, Alberta and Local 800, International Union, Mine, Mill and Smelterworkers.—F. E. Harrison, Conciliation Officer.

Concerning Chromium Mining & Smelting Corporation Limited, and Local 2451, United Steelworkers of America.—H. Perkins, Conciliation Officer.

Concerning Champion Spark Plug Company of Canada Limited, Windsor, Ontario and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).—J. P. Nicol, Sr., Conciliation Officer.

Concerning Belleville-Sargeant & Company, Belleville, Ontario and Local 426, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).—F. J. Ainsborough, Conciliation Officer.

Concerning Amalgamated Electric Corporation Limited, Toronto, Ontario and Local 514, United Electrical Radio and Mechanical Workers of America.—J. P. Nicol, Sr., Conciliation Officer.

Correction

In the January issue of the LABOUR GAZETTE the conciliation officer in the following two cases should have been listed as R. H. Hooper, instead of H. S. Johnstone: Northern Cartage & Contracting Company, Prince Albert, Sask.; Dominion Fire Brick and Clay Products Ltd., Moose Jaw, Sask.

Report of Board in Dispute Between the Steel Co. of Canada, Limited (Hamilton) and United Steelworkers of America, Local 3250

On March 16 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Steel Co. of Canada (Hamilton) Ont., and United Steelworkers of America, Local 3250.

The board was under the chairmanship of the Hon. Mr. Justice F. H. Barlow, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. J. A. McNevin, K.C., and Drummond Wren, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Re Wartime Labour Regulations, P.C. 1003, and Re Dispute Between Steel Company of Canada Limited (Canada Works), Hamilton, Ontario, and United Steel Workers of America, Local 3250.

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

The Board of Conciliation appointed by you pursuant to s. 13 (1) of P.C. 1003, begs to report as follows:

After a discussion between the members of the Board on the 21st December, 1944, an appointment was made to proceed with the matter on the 10th day of January, 1945, on which day the Board sat at the Court House, in the City of Hamilton, to hear the representations of the parties. At the public hearings the Company was represented by A. L. Lott, Manager of Industrial Relations, and J. C. Callaghan, Works Manager and G. R.

Munnoch, K.C., as counsel. The Union was represented by George Wright, President of Local 3250, Roy Aindow, Field Representative of the United Steel Workers, and F. Andrew Brewin, as counsel.

THE FACTS

The present dispute arises from a failure to agree on certain matters in the course of negotiating a first collective agreement at the Canada Works of the Company. The Union was certified as the collective bargaining agency of all employees of the Canada Works of the said Company, with the exception of office employees, officers, officials, persons connected in a supervisory or confidential capacity, and persons having authority to employ, discharge or discipline employees, by an order of Barlow, J., dated 25th day of May, 1944, under the provisions of the Ontario Collective Bargaining Act. By virtue of P.C. 2301 (1944) the officers of the Union are, therefore, the bargaining representatives under P.C. 1003. The eligible employees on whose behalf, as such representatives, the present agreement is being negotiated, are in the neighbourhood of 838. The certification was made following a vote directed by the Court in the course of proceedings for certification by the Union, in which the Canada Works Employees' Association appeared as intervener. The list of those eligible to vote contained 838 names. 714 ballots were cast. In a three-way vote, (a) for the present Local of the United Steel Workers, (b) for the Canada Works Employees' Association, (c) for neither, the results were 589 for the present Union, 95 for the

Canada Works Employees' Association, and 29 for neither.

It is clear, therefore, that the present Union has a mandate from an overwhelming majority of the employees to conclude a collective agreement. The Union first began to organize in the month of December, 1943. It received its charter in March, 1944. The total number of employees who have applied for membership is 514. The highest number of paid-up members in the Union at any time was in March, 1944, when 411 were paid up. At the present time there are 187 employees fully paid up members of the Union. Negotiations have been proceeding towards the settlement of an agreement between the Company and the Union. In connection with this agreement four matters have been referred to this Board, (1) that the wages in existence at the date of the signing of the agreement should remain in force during the lifetime of the agreement. The Company desired a clause to this effect but the Union would not agree; (2) that there be no Union activity in the plant. The Company desired a clause to this effect. The Union desired to limit this to "during working hours"; (3) maintenance of membership and check-off of dues. The Union desired a clause to this effect. The Company did not agree, but desired a sole bargaining agency clause; (4) the Company desired a clause providing that the agreement should not limit, or take away, the right of the individual employee to present grievances direct to the representatives of the Company. The Union did not agree with this.

WAGES

The question of wages, hours of work and vacations with pay constitutes one of the main matters with which the collective bargaining agreement should be concerned. At the present time, however, any agreement providing for a rise upward in existing wages is forbidden by the provisions of P.C. 9384, unless the same has been first approved by the proper War Labour Board. It appears further that while there was an increase in wages in 1943 there has been no general survey of wages made in recent years. The Company desires to include in the agreement a clause to the effect that "The Company agrees to pay and the Union agrees to accept, during the life of the agreement, the scale of wages now in effect, subject to any general order affecting the Company in respect to wages that may be made under due authority by the National War Labour Board, the Regional War Labour Board or the Government of Canada." Such a clause would compel the

bargaining agency to accept existing rates and prevent it, for the duration of the agreement, from making future applications to an appropriate Board. There is no material before this Board to enable us to decide whether existing wage rates in any particular classification are unjust or unequal. We cannot recommend the acceptance by the Union of such a clause.

RECOGNITION OF UNION ACTIVITY

The Company proposes that the following clause should be included in the agreement:

"The Union agrees that neither it, nor any of its officers or members, will intimidate or coerce employees into membership in the Union. It further agrees not to solicit membership, collect dues, hold meetings, or engage in any Union activities on the Company premises. Violation of the foregoing shall be just cause for discharge or other discipline by the Company."

The Union is willing to agree to a clause prohibiting Union activity during employees' working hours, but it objects to a clause preventing employees from discussing matters of interest to them while on their own time. It seems to us that it would be almost impossible to enforce restrictions on the discussions between employees as strict as those set out in this clause. Having in mind the fact that no objection is taken by either party to the first sentence regarding intimidation or coercion, which we believe should stand, and that both parties are agreed that no meeting of the Union should be held on Company premises, we recommend, in place of the remaining part of the clause, the following:

"No employee or Union official shall solicit members, collect dues or engage in any Union activity during his working hours, or on Company time, save as expressly provided by this agreement, nor shall any employee or Union official solicit members, collect dues or engage in any Union activity on Company premises in such manner, place or time as to interfere with other employees during the working hours of the latter, save as expressly provided by this agreement. Violation of the foregoing shall be just cause for discipline by the Company."

MAINTENANCE OF MEMBERSHIP

The Union asked for, and the Company refused, the inclusion of the following clause in the agreement:

"In order to secure the increased production which will result from harmony between employees and the Company and in the interests of increased co-operation between the Union and the management of the Company, which cannot exist without a stable and responsible Union, the parties hereto agree as follows: All employees who, fifteen days after the execution of this agreement are members of the Union in good standing and those employees who may

hereafter become members of the Union, shall, during the lifetime of this agreement, remain members of the Union in good standing."

The Company objects to this clause on the ground that it should not be put in a position of being compelled to discharge a man who voluntarily decides that he does not wish to continue to belong to the Union. When the Union has negotiated an agreement, and becomes somewhat stronger, by way of membership, than it is at the present time, it might be proper to include such a clause. At the present time, however, we do not think that membership in the Union should, in this way, be made a condition of employment, and we recommend that the Union withdraw its request for the inclusion of this clause.

CHECK-OFF

The Union requested that the Company agree to the following clause regarding check-off, and the Company refused:

"The Company shall, upon receipt of written authorization from each or any of the said employees, and until such authorization is withdrawn, deduct dues at the rate of 50c per bi-weekly pay period, excepting the 13th and 26th bi-weekly pay periods of the year, and shall remit same promptly to the financial secretary of the Union."

If this were granted, it would be solely as a convenience to the Union. On the other hand, it would place a burden upon the Company. True that a voluntary check-off is not unlike an ordinary assignment of wages, and it has been on other occasions recommended as a gesture of co-operation by the Company. In view of the fact that, at the present time, the Union has 187 members out of an employment roll of 838, and in view of the overwhelming vote in favour of the Union, and the fact that in March, 1944, the Union received applications and payment of initiation fee for 514 employees, we are of the opinion that the additional burden on the Company would be so slight that, as a gesture of good-will and co-operation, the Company should agree to the acceptance of a clause providing for a voluntary check-off.

GRIEVANCES

While the parties have agreed on their grievance procedure, the question of the right

of an individual employee to present grievances to the Company is in dispute. We adopt the argument of the Conciliation Board in the Hamilton Works case, which recommends the following clause:

"Nothing herein shall prevent an individual employee from presenting and discussing his grievance directly with the Company at any stage, but this shall be in addition to and not in substitution for the procedure for the adjustment of disputes in this agreement."

RECOMMENDATIONS

This Board accordingly recommends:

(1) That the Company withdraw its present clause forbidding Union activity on Company premises, and agree to a clause similar to that suggested, which would prevent Union activities on Company time, or in a manner which would interfere with employees on Company time.

(2) That the Union withdraw its request for inclusion of a maintenance of membership clause.

(3) That the Company agree to the inclusion of a voluntary check-off clause as follows:

"The Company shall, upon receipt of written authorization from each or any of the said employees, and until such authorization is withdrawn, deduct dues at the rate of 50c per bi-weekly pay period, excepting the 13th and 26th bi-weekly pay periods of the year, and shall remit same promptly to the financial secretary of the Union."

(4) That the grievance procedure be amended to provide for an individual employee's right to participate in the settlement of grievances, and that the following clause be adopted:

"Nothing herein shall prevent an individual employee from presenting and discussing his grievance directly with the Company at any stage, but this shall be in addition to and not in substitution for the procedure for the adjustment of disputes in this agreement."

All of which is respectfully submitted.

Dated at Toronto this 7th day of March, A.D. 1945.

(Sgd.) F. H. BARLOW,
Chairman.

(Sgd.) J. A. McNEVIN,
Member.

(Sgd.) DRUMMOND WREN,
Member.

Report of Board in Dispute between Miramichi Lumber Co., Limited, Minto, N.B., and Local 7409, United Mine Workers of America

On March 9 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Miramichi Lumber Co., Limited, Minto, N.B., and Local 7409, United Mine Workers of America. A

Minority report was submitted by Mr. Kenneth L. Golding.

The Board was under the chairmanship of the Honourable Mr. Justice J. H. A. L. Fairweather, Rothesay, N.B., appointed by the

Minister of Labour on the joint recommendation of the other two members of the Board, Messrs. Kenneth L. Golding, Fredericton, and E. A. Dinsmore, Minto, N.B., appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and re Miramichi Lumber Co., Ltd., Minto, N.B., and re Local Union No. 7409, United Mine Workers of America.

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Department of Labour,
Ottawa, Canada.

SIR,—

The Board of Conciliation appointed by you in connection with the above matter begs to submit its report as follows:—

The Board held a sitting in the City of Fredericton, in the Province of New Brunswick, on March 6th, at which sitting representatives of the Union and of the Company attended and submitted full and complete briefs, setting out their submissions; and also presented their respective arguments relating to said matters.

The Union was represented by Mr. Thomas Ling, Vice-President, District No. 26, U.M.W. of A., Glace Bay, N.S., Mr. C. B. Wade, Research Director, District No. 26, U.M.W. of A., Glace Bay, N.S., and Mr. Frank Guss, Board Member, District No. 26, U.M.W. of A. The Company was represented by Mr. T. H. Robinson, Director of Industrial Relations, Canadian International Paper Company, Limited, Montreal, P.Q., Mr. A. H. Chisholm, Assistant Chief Engineer, Canadian International Paper Company, Limited, Montreal, P.Q., and Mr. A. D. Taylor, Manager, Miramichi Lumber Co., Ltd., Minto, N.B.

FACTS

The Miramichi Lumber Co., Ltd., is a subsidiary of the Canadian International Paper Company, Limited, and is engaged in coal mining at Minto, N.B., where the coal mining operations of the company are located. The number of employees covered by the proposed collective bargaining agreement is approximately one hundred and ten.

Local Union No. 7409, United Mine Workers of America, is affiliated with District No. 26, United Mine Workers of America and the Canadian Congress of Labour.

The parties affected by this dispute have not previously entered into a collective bargaining agreement.

During June, 1944, District No. 26, United Mine Workers of America (Local 7409) was certified as the collective bargaining agent for the employees of the Miramichi Lumber Co., Ltd., at Minto. During November, 1944, representatives of the company and Union prepared a contract on which agreement was reached on all points except the use of the check-off system, which is the sole matter in dispute. The proposed check-off clause reads as follows:

- (a) The company agrees to check-off all dues, fines and initiation fees from all members of the U.M.W. employed in and around the collieries. The company also agrees to check-off for assessments or levies for strictly U.M.W. of A. purposes. Authority to make such deductions shall be given to the company by the President and Secretary of District 26, U.M.W. of A., such authority to state the purpose for which the assessment or levy is to be made.
- (b) The maximum amount to be deducted for U.M.W. purposes in any one month shall not exceed five dollars (\$5.00).

The company, by its representatives, definitely opposed this check-off clause and offered, as an alternative, a union shop. The Union, however, insisted that they were entitled to a check-off and contended that of the one hundred and ten employees, some eighty-three per cent had already signed cards and that they expected one hundred per cent approval. Your Board used its best endeavours to effect a compromise between these opposing views but without result.

The matter in dispute, from the standpoint of the company, appears to your Board to be a matter of policy rather than of fact and involves the consideration of the effect of the check-off clause on interests outside the scene of the company's coal mining operations. With the Union, it was also a matter of policy in that the employees of all other mines in the district enjoy the check-off system.

Your Board recommend that a modified form of check-off be provided for in the agreement and that the following be substituted for the clause proposed by the Union.

- (a) The company agrees to check-off all dues, from all members of the U.M.W. of A. employed in and around the collieries who so authorize it in writing; such amount not to exceed fifty cents a week.

The written authorization shall be in the following form:

Miramichi Lumber Co., Ltd.,
Minto, N.B.

Gentlemen:—

I, _____, hereby authorize and direct the Miramichi Lumber Co., Ltd., to deduct weekly from any earnings accumulated to my credit fifty cents, this being the amount of my weekly dues to District No. 26, United Mine Workers of America, whose receipt therefor shall be considered as a discharge to the

Miramichi Lumber Co., Ltd., for the amounts deducted from my earnings. I reserve the right to cancel this authority at any time on ten days' written notice to the company.

Dated at Fredericton, N.B., this seventh day of March, 1945.

Respectfully submitted.

(Sgd.) J. H. A. L. FAIRWEATHER,
Chairman.

(Sgd.) E. A. DINSMORE,
Member.

Minority Report

Re: Wartime Labour Relations Regulations, P.C. 1003, and re Miramichi Lumber Co., Ltd., Minto, N.B., and re Local Union No. 7409, United Mine Workers of America.

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Department of Labour,
Ottawa, Canada

SIR,—

I have read the report of my colleagues and cannot concur in their decision. The matter in dispute, the check-off, is apparently entirely one of policy. The Union claims that it never operates without a check-off. The Company for reasons fully outlined in its brief is opposed to check-off but has offered as an alternative a union shop. I consider that the adoption of a union shop should have been acceptable to the Union and in the long run would tend to improve management labour relations to a far greater extent than through any benefits that might be derived from the check-off.

Dated at Fredericton, N.B., this seventh day of March, 1945.

Respectfully submitted.

(Sgd.) KENNETH L. GOLDING,
Member.

Report of Board in Dispute Between the Granby Consolidated Mining, Smelting & Power Company, Limited and Copper Mountain Miners' Union Local No. 649, of the International Union of Mine, Mill and Smelter Workers

On March 23 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Granby Consolidated Mining & Smelting Co., Limited, and Copper Mountain Miners' Union Local No. 649, of the International Union of Mine, Mill and Smelter Workers.

The Board was under the chairmanship of Prof. J. N. Finlayson, Vancouver, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. A. D. Wilson, and William Stewart, both of Vancouver, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

In the matter of the "Wartime Labour Relations Regulations Act" Order in Council P.C. 1003 and in the matter of a dispute between the Granby Consolidated Mining, Smelting & Power Co. Ltd. and certain of its employees, members of the Copper Mountain Miners' Union Local No. 649, of the International Union of Mine, Mill and Smelter Workers.

TO THE HONOURABLE HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed pursuant to the said Wartime Labour Regulations

on the 16th day of October, 1944, respectfully reports as follows:

1. The life of the Board was extended by agreement for a sufficient period to enable representations to be made and this report prepared.

2. At the first meeting of the Board for hearing of evidence it was agreed between the parties that the only point in dispute was whether or not Section B, Article 1 of the proposed agreement should be consented to by the employer. This section reads as follows:

"All future regular employees together with all present regular employees, who are now or who may later become members of the Union, shall remain members in good standing during the life of this Agreement as one of their conditions of employment with the Company."

3. After representations were made on behalf of each party, the Board suggested that the parties should attempt to effect an agreement pursuant to Section 13 (2) of the said Regulations. The Board collaborated from time to time with the parties in their discussions and is now pleased to report that the parties arrived at a mutual understanding. The Union withdrew its request for the inclusion of the maintenance of union clause in Section B, Article 1 of the proposed Agreement and there was mutual consent to a change in Section A, Article 1. Otherwise the Agreement signed by the parties on the first day of March 1945, a copy of which is attached to this Report, is in the terms of

the one that expired on May 31, 1944, with some minor changes in Article 9, which were not the subject of dispute between the parties.

4. The Board expresses its appreciation to the representatives of both parties for the thorough and courteous manner in which they submitted their views, and its hope that the utmost harmony may attend the implementation of the Agreement.

Report of Board in Dispute between Fairchild Aircraft, Ltd., Noorduyn Aviation, Limited, Canadian Vickers, Limited, Montreal, P.Q., and Lodge 712, International Association of Machinists

On March 7 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Fairchild Aircraft, Limited; Noorduyn Aviation Ltd.; and Canadian Vickers, Limited, Montreal, P.Q. A Minority Report was submitted by Mr. D. A. Paterson.

The Board was under the chairmanship of the Honourable Mr. Justice L. Boulanger, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. D. A. Paterson and Drummond Wren, appointed on the nomination of the employer and employees concerned.

The text of the Board's report follows:—

Report of Board

Wartime Labour Relations Regulations P.C. 1003 and Fairchild Aircraft Limited, Noorduyn Aviation Ltd., and Canadian Vickers Limited, Montreal, P.Q., and Lodge 712, International Association of Machinists.

To the Honourable the Minister of Labour of Canada

SIR:—

The occasion for the appointment of this Board was the dispute which arose in connection with the renewal of the collective Labour Agreement between the parties expiring on June 30, 1944.

The first meeting of the Board took place on August 21, 1944, at Montreal, in Mr. Paterson's office, for which courteous hospitality the other members of the Board offer due thanks. On August 23, at the request of the Department of Labour and by mutual agreement, the Board adjourned *sine die*. The sittings of the Board were resumed on February 5, 1945.

The Employers were represented as follows: Canadian Vickers Limited (now Canadian Limited) by Messrs. W. Meacher and B. Pringle; Noorduyn Aviation Limited by Messrs. Norman H. Bell and C. H. Cheseley; Fairchild Aircraft Limited by Brig.-Gen. R. H. Bedell and Mr. John Porteous, K.C. The Employees' representatives were Messrs. Robert Haddow, Grand Lodge Representative Inter-

Dated at Vancouver, B.C., this 21st day of March A.D. 1945.

Sgd. JOHN N. FINLAYSON,
Chairman,
W. STEWART,
Member,
A. D. WILSON,
Member.

national Association of Machinists and Vice-Pres. Trades and Labour Council; Irving Burman, Chairman Negotiation Committee, Montreal Aircraft Lodge 712; Jean Pare, Business Agent of Lodge 712; Jack Chapman, Urbain Roussin and Archie Authier, members of Shop Committees or Officers of Lodge 712.

In the new Agreement proposed by the Employees to replace the Agreement expiring on June 30, 1944, there are a number of disputed sections concerning wages, hours and conditions of work, etc., which are of the exclusive jurisdiction of the Regional War Labour Board. This Board unanimously agreed that the disputed sections which it could deal with properly were the following:

MERIT RAISES: Clause 5 (b) of New Agreement (Draft 2).

BUSINESS AGENT: Clause 8 (c) of New Agreement.

SENIORITY: Clause 10 (c) of New Agreement.

UNION SECURITY: Clause 21 (b) of New Agreement.

RENEWAL: Clause 22 (b) of New Agreement.

The members of the Board have been unable to conciliate the parties and to come to any agreement among themselves in respect to those disputed clauses, save and with the exception of the Seniority Clause. Therefore, saving that exception, the present Report is the report of the majority of the Board composed of the Chairman, Judge Boulanger, and of Mr. Drummond Wren, the Employees' nominee.

MERIT RAISES

They are promotions made within the range of a given classification or category. There is an appreciable spread, which may go as high as 10 or 15 cents, between the minimum hourly rate and the maximum hourly rate of the same category. The Employees wish that complaints concerning those promotions could be investigated by the Grievance Committee, in accordance with Section 8 of the Agreement, which has always been denied by the Employers as not permissible in their inter-

pretation of Clause 5 (b) of the old Agreement reading as follows:

“(b) The Company may, at its discretion, pay any employee at a rate higher than his classification calls for.”

Therefore the clause proposed by the new Agreement on that point is as follows:

“The company may pay any employee at a rate higher than his/her classification calls for, and shall in any case pay employees within any given classification, according to merit, at a rate within the range provided by law under the Wage Control Order for that classification.”

The Employers object to the change mainly on the ground that they are the best judges of the merit of their employees, which nobody can deny, and that, if all grievances which may arise out of such a matter are made appealable to the Committee, the Committee will be swamped and a lot of valuable time will be lost in hearing grievance cases.

The majority of the Board feel that the labour members of the Grievance Committee must be given credit for some sense. We can not suppose that they will receive groundless and senseless complaints and that they will want to spend their time squabbling over nothing. Raises and promotions affect the salary and reputation of the workers. It is, therefore, important that they should feel that they can get complete justice and fair play in that regard; if they have that sentiment of security against injustice, they will be better and more loyal employees, which is the interest of the employers. If a man who has been refused a merit raise feels that he has been unjustly treated, he should have a recourse, just as in a case of a change of category. The majority of the Board think that it is only fair that it should be so. Consequently, the majority of the Board recommend the inclusion in the new Agreement of the clause proposed by the Employees on the subject of merit raises.

BUSINESS AGENT

By the amendment in the new Agreement of clause 8 (c) the Union wishes to secure the right to have its Business Agent called in at the hearing of a dispute at the option of the Grievance Committee alone. Formerly the calling in of the Union's Business Agent depended on the agreement of the Management and of the Committee. Here are the texts:

(OLD CONTRACT):—

“8. (c) Any disputes arising out of this Agreement, or otherwise, shall be dealt with by the Management of the Company and the Grievance Committee. When the Management and the Grievance Committee agree that it is desirable, the Business Agent shall be called in on such disputes.”

(NEW CONTRACT):—

“8. (c) Any disputes arising out of this Agreement, or otherwise, shall be dealt with by the Management of the Company and the Grievance Committee. At the request of the Grievance Committee, the Business Agent shall be called in on such disputes.”

The Employers object to the amendment principally because it would permit the Employees to introduce in their discussions with the Management a Business Agent who may not be *persona grata* with the Management. It has been said also that the Business Agent having access in all plants, he may retail tales, foment agitation and divulge secrets.

The majority of the Board think they can trust the Employees to elect as their Business Agent a sensible, reasonable and practical man who will be capable of getting along satisfactorily with the different Managements composed also of sensible, reasonable and practical men. The majority of the Board do not see any reason to refuse the Employees, at the hearings of the Grievance Committee, the assistance of a man experienced in the settlement of disputes and aware of the general policies and practises of the Union, when the Employers can be represented by their legally or technically trained officials. The presence of the Business Agent tends to even up the chances a little, which is only just, fair and reasonable in the opinion of the majority of the Board.

Therefore the amended clause 8 (c) as proposed in the draft Agreement is recommended by the majority of the Board.

SENIORITY

We are happy to be unanimous on this question and we recommend, therefore, the inclusion, in the new Agreement, as clause 10 (c), of the following clause drafted by Mr. Paterson:

“In cases of lay-off or lack of work, employees shall be selected for retention according to their seniority, competency and productive efficiency, i.e., if competency and productive efficiency are equal, length of continuous service with the employer shall be the deciding factor.”

UNION SECURITY

The majority of the Board feel that the time has come to provide for some measure of union security in collective labour agreements. Without reviewing all the arguments pro and con which now are so well known, we think that after an agreement has finally been made and signed, some period of stability must follow. Therefore, we recommend to include in the New Agreement, as clause 21(b), the following:—

“Employees of the Company, covered by this Agreement, who are at the date of this Agreement members of the Union in good standing according to the by-laws of the Union, or who

subsequently become such members, shall, as a condition of continued employment be required by the Company to maintain such membership for the duration of this Agreement.

All employees engaged by the Company after date of this Agreement shall within 30 days of their employment become members of the union, and shall, as a condition of continued employment, be required by the Company to maintain such membership according to the by-laws of the union for the duration of this agreement."

RENEWAL

Pending negotiations for the renewal of the contract the parties should not have to go back to the law of the jungle. It is reasonable that their relations should continue to be governed by the old contract until the new one comes into effect, save such retroactive provisions as may be necessary. Therefore, we recommend to include in the New Agreement, as clause 22(b), the following:

"In the event of written notice of termination amendment, change on renewal having been given by either party, as provided for in clause 22 (a), negotiations shall be carried on during the period of notice of termination, and beyond that time if necessary, with a view to arranging another agreement. During the period of such negotiations, and until the signing of a new agreement, this Agreement shall remain in full force and effect."

Respectfully submitted.

(Sgd.) OSCAR L. BOULANGER,
Chairman of Board.

(Sgd.) DRUMMOND WREN,
February 16, 1945. Member of Board.

Minority Report

Wartime Labour Relations Regulations P.C. 1003 and Fairchild Aircraft Limited, Noorduyn Aviation Corporation and Canadian Vickers Limited, Montreal, P.Q., and Lodge 712, International Association of Machinists.

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR,

I find myself unable to agree with certain of the Conclusions and Recommendations of my colleagues on the Board of Conciliation appointed herein.

As a consequence I am under the necessity of submitting this Minority Report.

As the Majority Report itself sets forth, the matter at issue between the disputants is the renewal of the Collective Agreement between them which expired on 30th June, 1944. More particularly the issue has resolved itself into consideration of the following five items which the Union would like to become conditions of the new Agreement, namely:

- | | |
|-------------------|-------------------|
| 1. Merit Raises | 4. Union Security |
| 2. Business Agent | 5. Renewal. |
| 3. Seniority | |

To elaborate:

MERIT RAISES

The practice of merit raises was initiated by the Company itself to reward the services of outstanding and conscientious workmen. The Company accordingly determined and awarded merit raises through its own officials but now the Union desires that it have a voice in the determination of merit raises through the Grievance Committee. The Company politely insists that it is the best judge of the ability and productive capacity of its own workpeople, and therefore, that merit raises should remain, as heretofore, the prerogative of management. The Majority Report itself, in point of fact, admits that the Company is the best judge. Therefore, as it is unthinkable that the Company, its own interest being at stake, should grant preferment to an employee not qualified for it, the existing practice of determining merit raises should, as a matter of sound business, remain undisturbed.

Moreover the Company feels that if merit raises were referred to the Grievance Committee, human nature being what it is, the Union, to further its own interests, would institute endless appeals to the Grievance Committee, thereby causing loss of much valuable time. The request, besides, is a challenge to the present system of Job evaluation and Employees' Rating which should not be lightly discarded.

BUSINESS AGENT

The Union requests that the new Agreement provide that the Business Agent be permitted to attend all sessions of the Grievance Committee. There are four Grievance Committees in the three Companies governed by the recent Agreement, but, with one Business Agent only, their meetings would require to be held at different times which would create a problem.

Under present practice most cases brought before the Grievance Committees are settled satisfactorily. Those not so adjusted are remitted to Arbitration and under the present (or recent) Agreement the Business Agent is privileged to be present at all Arbitration cases.

It is pointed out that the Business Agent might not invariably be *persona grata* with one or other of the Companies and his presence, under such circumstances, would probably be very awkward, to say the least. It is considered that no valid reason has been advanced to justify a departure from present practice which, on the whole, has operated well.

SENIORITY

This item has been adjusted to mutual satisfaction in terms appearing in the Majority Report.

UNION SECURITY

I agree with the signatories of the Majority Report that, at this stage of the controversy respecting the implications of the term Union Security, it is unnecessary to enter into a disquisition of the subject. That has already been done comprehensively from many quarters but unanimity has not yet been achieved, principally, the undersigned believes, because the approach to its solution from the Union point of view, is not the proper one.

The opinion of the undersigned is still substantially the one expressed in his Minority Report in the case of:

The United Shipyards Limited, and Its Employees, Members of Local No. 12, Boilermakers and Iron Shipbuilders' Union of Canada (C.C.L.)

to which full reference is hereby made (June, 1944). Nothing has happened in the interval to create or to justify any change of view, and the following reasons in his judgment remain fundamentally sound:

1. The Union does not control all the employees in the Plant.
2. Quebec Law contemplates the presence of minorities in industrial establishments.
3. The proposal would deny employment to other Canadians having different convictions as to civil rights.
4. The Employer should not be party to maintaining the membership of the Union.
5. The proposal does *not* promote harmony between Employer and employees. On the contrary the more divided authority within the Plant becomes, the more likely are disputes to arise.
6. The proposed condition is unethical as it would require the employer to act contrarily to the dictates of his conscience.
7. The proposed condition would be an obvious violation of the Article 19 (1) of P.C. 1003—the Labour Code.

RENEWAL

The Union wants the conditions of the expired Agreement to remain effective until such time as the new Agreement is signed, no matter how long the process of negotiating the Covenant may be.

The Company, on the other hand, feels that the life of the Agreement, like the existence of all things, should be definite. The Agreement should not be self-perpetuating for several excellent reasons. One such is that the proposed condition would conduce to long drawn out negotiations for renewal, to interminable discussion and to unnecessary delays on the part of the Union, because, at the worst, if the Union could not get a satisfactory new Agreement, it could hold fast indefinitely to the old Agreement, however unsatisfactory the latter might be from the Company's point of view.

Another such reason is that the Company feels that a hurtful condition in an Agreement should definitely cease at the agreed upon date of expiry. Under the proposed condition the hurtful provision might be perpetuated without end. I strongly incline to the logic of the Companies' point of view and I endorse it without hesitation.

I suggest that negotiations leading to a new Agreement commence two months before the stipulated date of expiry of the old Agreement and, if necessary, continue for two months thereafter when, in the event of no basis for a new contract, the Agreement shall finally terminate.

I have the honour to be, Sir,
Your obedient servant,

(Sgd.) D. A. PATERSON,

Member,

Board of Conciliation.

Montreal, P.Q.

8th March, 1945.

Report of Board in Dispute Between Empire Brass Manufacturing Co., Limited, and Pumps and Softeners, Limited, and Local 2699, United Steelworkers of America

On March 5 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Empire Brass Manufacturing Co., Limited, and Pumps and Softeners, Limited, and Local 2699, United Steelworkers of America.

The Board of Conciliation was under the chairmanship of His Honour Judge J. J. Coughlin, Sandwich, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Mr. Maurice Crabtree, K.C., of Toronto, appointed on the nomination of the employer, and Mr. Oliver Hodges of London, Ont., appointed on the nomination of the employees.

The text of the Board's report follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations P.C. 1003, and of a dispute between Empire Brass Manufacturing Company, Limited, and Pumps and Softeners, Limited, London, Ontario (Employers); and the United Steelworkers of America, Local 2699, London, Ontario (Employees).

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Your Board of Conciliation appointed to consider the dispute between the above named

parties are pleased to report that during the sittings of the Board held at London in the week of February 25th a definite agreement on two of the three points at issue was reached and was embodied in a collective bargaining agreement concluded between the parties.

On account of the absence of the President of the Employer Companies it was mutually agreed that the remaining point at issue, namely the matter of check-off of union dues, should be deferred for direct negotiation between the parties until the week of May 21st on the understanding that in the event of an agreement thereon not being reached by

May 28th your Board would on the application of either party be reconvened to decide the question, the decision of the Board to be binding on both parties during the life of the contract.

Dated this 28th day of February, 1945.

(Sgd.) J. J. COUGHLIN,
Chairman.
(Sgd.) OLIVER HODGES,
Member.
(Sgd.) M. CRABTREE,
Member.

Report of Board in Dispute Between Willard Storage Battery Company of Canada, Ltd., and United Electrical, Radio and Machine Workers of America, Local 512

On February 28, the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Willard Storage Battery Company of Canada, Limited, and United Electrical, Radio and Machine Workers of America, Local 512.

The Board was under the chairmanship of the Honourable Mr. Justice W. D. Roach, Toronto, appointed on the joint recommendation of the other two members, Miss Idele Wilson and Mr. W. M. Gordon, also of Toronto, the nominees of the employees and employer respectively.

The text of the Board's report and of the minority report, follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between Willard Storage Battery Company of Canada, Limited, Toronto, Ontario (Employer); and United Electrical, Radio and Machine Workers of America, Local 512 (Employees).

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

A Board of Conciliation having been established pursuant to the provisions of section 13 (1) of the Wartime Labour Relations Regulations P.C. 1003 as a result of the disputes between the parties herein, the undersigned chairman and member of the Board respectfully report as follows:—

The dispute between the parties arose during negotiations between them concerning the renewal of a collective bargaining agreement which had been entered into between them under date the 28th of September, 1943, and which terminated on September 27, 1944. A copy of that agreement is appended hereto.

That agreement did not contain any provision for what has come to be described under the general title of "Union Security". During the negotiations for its extension or renewal the Union insisted that it be amended to contain a provision for a "Union Shop". To this the Company objected. It would appear that the Union then modified its demand and for the sake of amity indicated that it would accept a provision for "Maintenance of Membership" with a system of irrevocable check-off in lieu of "Union Shop". This the Company also refused.

The particular "Maintenance of Membership" provision demanded by the Union was substantially as follows:

That all present employees now members of the Union shall as a condition of employment remain members of the Union in good standing for the duration of the agreement; that all future employees shall become members of the Union within a specified time and thereafter as a condition of their continued employment shall remain members in good standing for the duration of the agreement.

The attitude of both the Company and the Union on this question of Union Security during the proceedings before the Board was identical with their respective attitudes during their earlier negotiations.

Prior to the Board meeting with the parties, at the request of the Board, they each filed a Brief which was factual and argumentative.

The Board then met with the parties on January 30th and 31st and February 2nd. The employer was represented by Mr. H. G. Mills, General Manager, and Mr. C. M. Murray, Personnel Manager, and by Mr. J. C. Adams of the Central Ontario Industrial Relations Institute who appeared as counsel. The employees were represented by Mr. Ross Russell, Director of Organization for the Union, and by Mr. Philip Magee who is a

trustee and Past President of the local Union. At those meetings the written Briefs were supplemented by oral submissions.

The Union has not been certified as the Collective Bargaining representative of the employees but the Company nevertheless recognizes the Union as the Collective Bargaining representative of all its employees at its plant in the City of Toronto with the exception of foremen, supervisors, plant police, guards and laboratory and office staff. Presently there are about one hundred and sixty-seven employees who would be subject to a collective bargaining agreement. It is said that of these about ninety per cent are members of the Union. Prior to the war the number of such employees was normally about sixty-five men.

The Union organized the employees in the summer of 1943 and as a result of a supervised vote it was demonstrated that a strong majority of the employees favoured the Union as the Collective Bargaining representative of the employees. The Collective Bargaining Agreement dated September 28, 1943, followed.

It would appear that employer-employee relations at the Company's Toronto plant have always been good. We would congratulate the Union for the part it has played in maintaining those good relations despite the observation by the Company that they were good before the intervention of the Union.

There is undoubtedly a suspicion among at least some of the employees that the refusal of the Company to accede to the present request for "Union Security" reflects antagonism on the part of the Company toward the Union and the silent hope, if not the expressed wish, that it may become weak and disintegrate. The Company protests that any such conclusion is unwarranted and it has not been demonstrated that the Company is in fact harbouring such a desire. The Company takes the position that if its employees desire to join this particular or any other Union that is their business and that it will not interfere in any way by discrimination or otherwise. Despite these protests by the Company, that suspicion is not dissipated. Indeed in these very proceedings that suspicion has been heightened by the fact that the Company was represented by Counsel associated with the Central Ontario Industrial Relations Institute which is an Employer Association. Naive references were made during discussions before the Board to this "outside influence". It was freely admitted by the representatives of the employees that while their minimum demand to-day is "Maintenance of Membership" their ultimate

goal is the closed shop. It has been elsewhere said that "the same natural impulse which heads workers in the direction that frequently culminates in the quest for the closed shop is the motivation that sometimes brings employers together to oppose that concept." P.C. 1003 Section 4 (1) and (2) respectively recognizes the right of employees to be members of a trade Union or employees' organization and to employers a similar right to be members of an employers' organization. Membership in either of such organizations should not condemn either employee or employer. We subscribe to the opinion that they can both contribute much that is good in the field of employer-employee relations. The danger would exist in the possibility that either might attempt to use its strength to enforce arbitrary and unreasonable decisions. If ever that danger arises then it will be time for Government intervention. Meanwhile the immediate issue should be solved by a process of unemotional thinking.

The reasons advanced by the Union in support of its request for a Union Shop are not new. It will suffice to merely state them:

1. It will guarantee the perpetuation of the position which employees are entitled to enjoy in industry.
2. It will eliminate the possibility of friction among employees where some are and some are not members of the Union.
3. The relation between the Company and its employees has been good and the Union's record of co-operation and responsibility justifies the request.
4. It will permit the Union to devote its full time to the problems of employer-employee relations thereby doing a greater service to both employees and management.

The Company's objections may be stated under three headings:

1. That on principle it is undemocratic and introduces the factor of compulsion.
2. That because the Union has a membership of approximately ninety per cent of eligible employees it does not need any form of Union Security.
3. That "Union Security" is something outside a "collective agreement" as defined in Section 2 (d) of P.C. 1003 because it does not refer to "rates of pay, hours of work or other working conditions".

It is convenient that we at once express our opinion on objections numbers (2) and (3) before considering the arguments put forward by the Union and the remaining objection of the Company.

As to objection number (2) it seems to us that the Company having taken or at least assumed to take a position of passive indifference as to whether the employees or any of them join the Union it cannot consistently be heard to say that the Union does not need

"Union Security" as a guarantee of its continued existence. It is our opinion that in this particular instance the Union has such overwhelming support among the employees that, in point of fact it does not require "Union Security" to insure its continuance in this plant. We hasten to add, however, that if there were no other objections, lack of necessity would not constitute a valid objection to it.

As to objection number (3), if we were left to interpret Section 2 (d) of P.C. 1003 we would have much doubt as to whether "Union Security" is one of the subjects coming within "collective agreement" as there defined. However, we do not consider that it is open to us to say that it does not come within the meaning of that section. This Board is not in a position to determine its own jurisdiction. It has been determined for us by the Minister of Labour whose creature the Board is, and the very fact that this issue has been referred to us by him under Section 30 (4) of the Order in Council, amounts to a ruling by him that it is within our jurisdiction and is decisive of the point.

Turning now to the arguments of the Union in favour of "Union Security" whether it take the form of "Union Shop" or "Maintenance of Membership" either with or without check off:

Argument number (1):—

What the employees have in mind is not that this particular Union be perpetuated in the plant, but that principles and standards which are now recognized in their employer-employee relations be perpetuated. They are thinking not so much of the present as of the future. They made it perfectly plain that they are apprehensive lest after the war under changed economic conditions everything may go into a sort of tail-spin and those principles be discarded and those standards lowered; that in the stress of circumstances their organization may become less virile than it is to-day and perhaps disintegrate. Through organization and collective bargaining they have secured advantages which would not otherwise have been obtained. They want to insure their permanency. So long as the Union is active and strong they feel that they will be preserved.

As to Argument number (2):—

It was admitted that if there was any friction as between Union and non-Union employees it was infinitesimal.

As to Argument number (3):—

There is no question but that the Union's record for co-operation and responsibility has

been good and to the extent that such a record is a prerequisite to a provision in a Collective Bargaining Agreement providing for Union Security, that prerequisite has been satisfied.

As to Argument number (4):—

Merely to state the argument explains it and it need not be amplified.

That leaves for observation only objection number (1) of the Company. This, in substance, is to say that a Union Shop or Maintenance of Membership, unless it has saving provisions, is an infringement on the personal, economic, and social liberty of the employee. Much has been written and said on that phase of the issue. Of the "closed shop", which is not far removed from the Union Shop if indeed it is at all removed, Rev. Jerome L. Tonner, Ph.D., in his book entitled 'The Closed Shop', said, "It is one of the few major issues which has persistently defied adjustment. Other social and industrial problems large and small have come and gone finding solution in legislative, judicial, or popular sanction. And although unionism and collective bargaining became fundamental rights as a result of the passage of the National War Labour Relations Act in 1935, the closed shop has remained an unsolved problem." Truer words were never written. No good purpose would be served by quoting opinions of others on this subject. Our function, as we conceive it, is twofold. First, to attempt to assist the parties in reaching a voluntary agreement, and secondly, if the parties are unable to agree then to report the facts as they have been made to appear before us and to submit our recommendations.

We exerted our best efforts in an effort to conciliate the matters in issue between the parties and consummate an agreement. We regret that we were unable to find any basis upon which the parties would agree on the particular issues involved.

We therefore recommend that the collective bargaining agreement which the parties have been negotiating should contain a Maintenance of Membership provision and a provision for voluntary Check Off in substantially the form appended hereto. That particular Maintenance of Membership provision is premised on the Union at all times having a membership among the employees constituting a majority of the total employees eligible for membership. The provision in clause (b) which would permit a group of employees to resign from the Union is designed to meet the objection that a Maintenance of Membership provision without such a saving clause might result in the wishes of a substantial group of Union members with respect to

internal management or Union policy being thwarted or their being required to retain their membership even though they be opposed to such management or policy because to relinquish their membership would mean the loss of their employment with the company. In our opinion such a Maintenance of Membership provision exemplifies the application of majority rule without infringing upon what are said to be the natural rights of those who, for reasons best known to themselves, are unwilling or have thus far not been persuaded to join the Union. We suggest that these provisions taken together constitute the maximum of "Union Security" beyond which there would be the factor of compulsion of which the Company complains and within which it is not contained.

We desire to acknowledge the co-operation and assistance given the Board by the parties, all of which is appreciated.

All of which is respectfully submitted.

Dated at Toronto this 15th day of February, 1945.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) IDELE WILSON,
Member.

Minority Report

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between Willard Storage Battery Company of Canada, Limited, Toronto, Ontario, (Employer), and United Electrical, Radio and Machine Workers of America, Local 512, (Employees)—

To The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed by you to "endeavour to effect an agreement between the parties on the matters on which they have not agreed" held meetings on January 23, 30, 31, and on February 2. At its first meeting the Board members discussed in the absence of the parties the matters on which agreement had not been reached, and it was determined to have each of the parties file a brief setting forth their respective positions. The briefs were filed and at the meeting on January 30, Ross Russell, Director of Organization for United Electrical, Radio and Machine Workers of America, District 5, represented the employees, and H. G. Mills, Assistant General Manager, and C. M. Murray, Personnel Manager, with J. C. Adams, K.C., as counsel, represented the employer. At the meeting on January 31, P. Magee, a trustee and past president of the local Union, was present with

Ross Russell to represent the employees, and at the meeting of February 2, in addition to Ross Russell and P. Magee, some ten other employees were present.

The facts of the matter were simple enough. An agreement had been reached and signed, dated September 28, 1943, between the Employers and the United Electrical, Radio and Machine Workers of America, Local 512, as sole collective bargaining agent, containing provisions with reference to rates of pay, hours of work and other working conditions, for example, provisions with respect to no strikes, stewards, grievance procedure, seniority, etc.—in other words, a "collective agreement" as mentioned in Sec. 2(d) of P.C. 1003.

Prior to the agreement being signed a vote had been taken and it was stated that 87 per cent of the employees indicated their desire to be so represented. With respect to the renewal of this agreement the collective bargaining agent presses for the inclusion of a clause providing for "union security." All the other clauses, some being additional to those in agreement of September, 1943, have been agreed upon by the parties. At the hearings it was emphasized by the parties that there was no friction in the plant, that relations were entirely harmonious and any grievances there had been, had been readily adjusted.

It was stated by Ross Russell when putting forth the argument for union shop that the membership in the union in the plant was now 90 per cent of the total eligible and that there were no defections from membership and that there was no difficulty in collecting the dues. This can be easily understood as the plant is not large, there being only some 167 employees subject to the collective bargaining agreement and in peace times only about 65 employees. The picture is not the same at all as it might be in a plant of several hundred or thousand employees. The collection of dues in such a plant might conceivably be a burden. While it appeared that the collective bargaining agent had not been certified as such, nevertheless, the employer recognized it as such and while its experience with the United Electrical, Radio and Machine Workers of America has only been for a year or more it raised no objection to entering another agreement with it. It appeared from the oral submissions that employer-employee relations at this plant had always been of the best—and it is not for a Board of Conciliation to attempt to fasten the credit for such a condition on either party concerned with the matter before the Board. The Union itself had been in the plant, at the most, for two years. One might be permitted to observe, however, in passing, that 8.8 years of service was the present

average term of service of the employees in the plant, and that this figure would undoubtedly have been lower if conditions had not been tolerably happy.

It was urged that Union Shop clauses be inserted in the new agreement largely for the following reasons:—

(1) it would perpetuate the Union in the plant;

(2) it would eliminate the possibility of friction in the plant between union and non-union employees;

(3) it gives the Union the control over, and disciplining of the members, said to be necessary to carry out its responsibility for enforcing the collective bargaining agreement;

(4) the good relationship with the management justified the request; and

(5) the Union would be able to devote more time to deeper or more fundamental problems of employer-employee relationship (whatever that means).

Against these contentions it was submitted that the inclusion of such clauses were not necessary, might conceivably cause some friction, were in their nature compulsory both on employees and employer and that in any event the matter of "union security" does not come within the meaning of the definition of "collective agreement" in Sec. 2 (d) of P.C. 1003.

In its attempt at conciliation the Board failed. The Chairman raised the question whether having failed "to conciliate," the Board was functus; but it seems clear its duty is to report "the result of its endeavours and its findings and recommendations to the Minister" under Sec. 13 (2) of P.C. 1003.

During the course of the hearing it was intimated by those representing the employees that while they would press for the Union Shop again, they would now accept a suitable maintenance of membership clause with check-off as a measure of union security. It is perhaps unnecessary to deal then with their contentions for Union Shop as such. One might be permitted to say, however, that in so far as perpetuating the union is concerned, the Union Shop is only one method, as is a maintenance of membership clause. Another, although not so automatic or impersonal, is by the good-will of the employees. It is not unlikely that the insertion of a clause providing for union shop or maintenance of membership would cause friction where little or none at present exists. As to the third argument, that such a clause gives the collective bargaining agent an effective control over the union members, the Employer seems content to rely upon the integrity of its employees in this regard, and in any event it has not been shown it has any remedy in action against the collective bargaining agent. As to (4), the

good relationship existed long before the local union or its parent organization. What is implied in (5) is not easy to conceive. It was stated at the hearing that the whole matter of union security was evolutionary—first recognition of the union in a collective bargaining agreement; then maintenance of membership and check-off; then union shop; then closed shop.

The facts do not, however, justify the recommending of a maintenance of membership clause. While arguing for the union shop, the rhetorical question was asked "Why not? We had 87 per cent when the vote was taken; we have 90 per cent now, and the balance are in the nature of transients." This seemed to be an argument in favour of union shop at the time, but it cannot by any stretch of the imagination be held to be an argument for maintenance of membership. Such a clause would seem to be absolutely unnecessary. There was no evidence of loss of membership, but on the contrary there was evidence of increase and no complaint was made of any difficulty in collection of dues. To protect the union there would seem to be no necessity for such a clause. There is no evidence of hostility in this plant by the employer, but on the contrary the best of relations have prevailed.

Then again, the inclusion of a maintenance of membership clause might carry the seeds of possible difficulties for union members. For example, in the event of a disagreement with the union, an employee—a union member—might be expelled from the union. The employer would be bound to discharge him, notwithstanding he was, we will say, an employee of many years' standing. Then again, the union policy or constitution might undergo a radical change and the employee member might find himself in disagreement with it. He can resign, but he will be discharged if he does. There are undoubtedly other examples, and the maintenance of membership clause that endeavoured to take care of all eventualities such as those mentioned, would be nothing but an empty thing. This is not to say, however, that in a proper case where the advantages would be greater than the disadvantages, maintenance of membership clause should not be inserted.

There is another feature of this matter that was emphasized by Mr. Russell and that was the desire of the collective bargaining agent to attain union shop or closed shop status or to move as far in that direction as possible now before the end of the war. The reason he gave was that when the war was over the position of the union would be better secured by this status. It brings up another question, how-

ever, that should be kept in mind. P.C. 1003 establishes a set of regulations under the authority of the War Measures Act. P.C. 1003 depends for its validity upon the existence of the war emergency. The Boards of Conciliation established under P.C. 1003, in my humble opinion, should be ever mindful of the fact that they are so established and, being so established, are dealing with rights ordinarily exercised by another jurisdiction, namely, the provinces.

The establishment of a closed shop or union shop in wartime in any plant would have to be considered with the greatest care and particularly in industries "essential to the prosecution of the war" as mentioned in P.C. 1003.

With respect to this question of union security, union shop or whatever form it takes, the parties before the Board seemed to differ on a matter of principle. I may be wrong, but I cannot see how things of that nature can be conciliated or reconciled. In any event it

is very doubtful if it was ever contemplated that a Board of Conciliation should have to deal with union security, because applying the usual rules of construction to the wording of Sec. 2 (d), "rates of pay, hours of work or other working conditions" one has to be an enthusiast to conclude that the perpetuation of a union was meant to be included.

The fact that the Minister of Labour referred the matter of union security to the Board does not, in my opinion, cure any defect there may be in the jurisdiction of the Board.

I recommend that the Union drop its claim for union shop, maintenance of membership and check-off and that the parties carry on until September 27, 1945, under the existing agreement.

All of which is respectfully submitted this 26th day of February, 1945.

(Signed) W. M. GORDON,
Member.

Report of Board in Dispute Between the International Harvester Co., Chatham, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-CIO

On February 28 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between the International Harvester Company, Chatham, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-CIO.

The Board was under the chairmanship of the Honourable Mr. Justice W. D. Roach, of Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. John J. Robinette and Bora Laskin, also of Toronto, appointed by the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations and of a dispute between International Harvester Company of Canada, Limited, Chatham, Ontario, (Employer), and International Union United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.-C.I.O., Local No. 127 (Employees)

To The Honourable,
The Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established pursuant to the provisions of Section 13 (1) of the Wartime Labour Relations Regulations, P.C. 1003, as a result of the disputes between the parties herein, respectfully reports as follows:

The Union is the certified bargaining representative of the Company's employees at its plant in the City of Chatham, Ontario. This certification followed an election by the eligible employees on June 21, 1944, pursuant to a direction of the Ontario Labour Relations Board. On the date of the election there were 160 eligible employees, of whom 153 voted, 85 in favour of the Union, 67 against, and there was one spoiled ballot.

Since the date of that election the numerical strength of the Union in this plant has substantially increased, notwithstanding that there has not been any appreciable increase in the number of employees.

There has never been a collective bargaining agreement between the Company and its employees at this plant. From 1919 to the date of the certification of the Union there had been an Industrial Council composed of an equal number of employees and Management, the expressed purpose of which was "to establish their relations upon a definite and durable basis of mutual understanding and confidence."

During the period in which that Industrial Council functioned, and since the certification of the Union, employer-employee relations have been good.

In September, 1944, negotiations commenced with a view to the consummation of a collective bargaining agreement. In due course

agreement was reached between the parties on all the terms of the agreement, except "Maintenance of Membership" and "Dues Check-off."

Prior to the Board meeting with the parties, at the Board's request, the parties each filed a brief stating their respective positions and arguments in support thereof. The Company's brief dealt with the two issues which it understood to be in dispute. The Union, in its brief, enlarged its demand to include a provision for "Union Shop."

The Board first met with the parties at the City of Chatham on January 20. The parties were represented then and at a subsequent meeting as follows: For the Company, Mr. T. A. Rice, Vice-President in charge of manufacturing; Mr. D. E. Bothwell, Superintendent at the Chatham plant, and Mr. H. T. Dean, who is in charge of industrial relations. For the Union, Mr. Roy Brown, International Organizer; Mr. Stanley Green, Chairman of the Plant Committee, and Mr. Drummond Wren.

At that meeting the Company's representatives complained that the Union's brief, which had just been received, had taken them by surprise, inasmuch as it contained a demand for a "Union Shop," and that the Company, not having contemplated that demand, had not dealt with it in its brief. The Board felt, and the representatives of the Union agreed, that the Company's complaint was justified, and the discussion at that meeting was accordingly limited to "Maintenance of Membership" and "Dues Check-off."

The Board next met with the parties at the City of Hamilton on January 27, and in the meantime the Company filed a further brief with the Board.

"Union Shop," "Maintenance of Membership" and "Dues check-off" fall under the heading of Union Security, and the arguments advanced in favour of and against them are not new. They have been exhaustively set forth in the briefs filed, and which are being forwarded herewith. We consider that it is not necessary to enumerate them here.

It was impossible to reconcile the opposing views of the parties on the questions in issue. The Board unsuccessfully explored every possible basis upon which it was felt that the parties might agree, but none of our suggestions by way of compromise were acceptable to both parties.

We have subsequently given the matter our best consideration, and have concluded that, in the circumstances here existing, a provision for "Maintenance of Membership" and "Dues check-off", in the form set forth in the Appendix hereto, might reasonably be in-

cluded in the agreement which the parties have been negotiating, and we recommend the same.

In reaching the foregoing conclusions we have taken into consideration the following:—

First,—approximately ninety per cent of the number of eligible employees are members of the Union.

Second,—134 employees have signed cards stating that they are in favour of a maintenance of membership clause being written into the contract.

Third,—the record of the Union in this particular plant has been good.

Fourth,—the employer-employee relations have been, for many years, and are now good.

Fifth,—this particular maintenance of membership provision exemplifies the application of majority rule, without infringing on the rights of those who may desire to stay without, or retire from the Union.

Sixth,—there is no factor of compulsion in it.

Seventh,—it provides "Union Security" without the features which the Company urged were objectionable.

Eighth,—voluntary revocable check-off does not impose any unreasonable burden on the Company: it is an advantage to the employees who are Union members, and should be conducive to the more satisfactory operation of the "Maintenance of Membership" provision.

We desire to acknowledge the assistance and co-operation of the representatives of the parties, all of which is appreciated.

All of which is respectfully submitted.

Dated at Toronto this 23rd day of February, 1945.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) BORA LASKIN,
Member

(Sgd.) JOHN J. ROBINETTE,
Member

Appendix

MAINTENANCE OF MEMBERSHIP

(a) Every present employee who is a member of the Union shall be given a period of fifteen days from the date upon which the agreement is posted, as hereinafter provided, within which to select in writing, to be filed with the Company and the Union Committee, either to remain a Union member, or to withdraw from the Union. If he elects to retain his membership in the Union, then the continuance of his membership during the life of the agreement shall be a condition precedent to his retaining his employment with the Company.

(b) Every employee, whether present or future, shall, once he becomes a member of the Union, retain his membership in the Union as a condition precedent to his continued employment with the Company, provided, however, that at any time any group of two or more

employees who are members of the Union, may resign from the Union without thereby prejudicing their employment with the Company, when such resignations would reduce the number of Union employees to fifty per cent, or less, of the total number of employees eligible for Union membership.

(c) The obligation of the Company to discharge an employee for failure to retain his membership in the Union, shall arise only if, in the opinion of the Company, such employee could be promptly replaced by an equally well trained and competent employee; such decision of the Company, if the Union so desires, to be subject to appeal to the National Selective Service authorities.

(d) If, at any time, the number of Company employees, members of the Union, should become fifty per cent, or less, of the total number of employees eligible for such membership, either by way of resignation within the fifteen-day period referred to in (a) above, or failure to become members of the Union, or resignations under (b) above, then the obligation of the

Company under this maintenance of membership provision shall forthwith terminate.

(e) These provisions shall be expressly subject to any regulations of the National Selective Service authorities that may, from time to time, be in force.

(f) In order to acquaint all employees with the terms and provisions of the maintenance of membership clauses in this contract, the Union shall post on the Company bulletin boards, not later than the day next following the date upon which the contract is signed, a notice containing all the maintenance of membership clauses and showing the date upon which the contract was signed. This notice shall remain posted on the bulletin boards during the life of the agreement.

CHECK-OFF

Upon presentation of proper authorization, signed by an employee, the Company agrees to deduct from the monthly earnings of such employee, the monthly dues of such employee to the Union, and to remit the same monthly to the local Union.

Report of Board in Dispute Between Island Mountain Mines, Limited, Wells, B.C., and Wells Miners' Union, Local 685, International Union of Mine, Mill and Smelter Workers

On February 19 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Island Mountain Mines, Limited, Wells, B.C., and certain of its mining and milling employees, members of Wells Miners' Union, Local No. 85, International Union of Mine, Mill and Smelter Workers.

The Board was under the chairmanship of Mr. A. R. MacDougall, Vancouver, appointed by the Minister of Labour in the absence of a joint recommendation of the other two members. Mr. R. H. Pooley of Victoria, and Mr. Malcolm MacLeod of Vancouver, were appointed on the recommendation of the Company and employees respectively.

The text of the Board's report follows:—

Report of Board

In the Matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between: Island Mountain Mines Co., Ltd., Wells, B.C., (Employer), and, Wells Miners' Union, Local 685, International Union, Mine, Mill and Smelter Workers, (Employees).

To: The Honourable, the Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

Sir:

We, Albert Reginald MacDougall, Chairman, Robert Henry Pooley, K.C., and Malcolm MacLeod, established as a Board of Conciliation by you in pursuance of the provisions of Section 13 (1) of the Wartime

Labour Relations Regulations P.C. 1003, to endeavour to effect an agreement herein, report herewith the results of our endeavours and our findings and recommendations as follows:

On the 12th of February, 1945, the Board met and considered the representations made to it by Mr. D. N. Hossie, K.C., on behalf of the employer, and Mr. Harvey Murphy on behalf of the employees, Wells Miners' Union, Local 685, International Union of Mine, Mill and Smelter Workers.

At the hearing, there was filed one exhibit only, namely, a suggested agreement between the employees of Island Mountain Mines Co., Ltd., represented by Local No. 685 of the International Union of Mine, Mill and Smelter Workers Affiliated with the Congress of Industrial Organizations and The Canadian Congress of Labour, (therein and hereinafter in this report referred to as 'the Union'), and Island Mountain Mines Co., Ltd., (N.P.L.), Wells, B.C., (therein and hereinafter in this report referred to as 'the Company').

This suggested agreement (hereinafter referred to as 'Exhibit 1'), was tendered by Mr. Hossie who, according to our understanding, stated that the Company was prepared to execute the same. Mr. Murphy, on behalf of the Union, advised the Board that all the terms of Exhibit 1 were acceptable to the Union, but that the Union wished two further clauses added to the agreement, and with these additions the agreement would be satisfactory to the Union. These two clauses are to be found in the suggested agreement attached to the Conciliation Officer's report,

copy of which was furnished to each member of the Board, and are Articles 2 and 15 respectively.

Article 2 reads as follows:

Sec. A. All employees, as defined in Article 1, Sec. B of the Island Mountain Mines Company Ltd., N.P.L. shall upon the completion of thirty (30) days' employment become members of the Union as a condition for their employment with the Company.

Article 15 reads as follows:

Sec. A. This agreement is made and entered into for the sole use of the International Union of Mine, Mill and Smelter Workers, Local 685, and of the employees of the Company represented herein by the Union, and the Party of the Second Part. All employees who work in and around the mine, mill, power plant and surface workings, who are eligible to become members of the International Union of Mine, Mill and Smelter Workers, Local No. 685, may join that organization and may agree to sign check-offs for all dues, assessments and fines, and the party of the Second Part agrees to forward deductions made to the Secretary-Treasurer of the International Union of Mine, Mill and Smelter Workers, Local No. 685, at Wells, B.C.

It will be noted that Article 2 provides for a Union Shop, and Article 15 for the so-called "check-off".

At the hearing, it was agreed that the Union would not insist on the inclusion of Article 15 on the understanding that the Company would act upon orders signed by each individual member of the Union and addressed to the Company and which would have the result desired by the Union as set forth in the said Article.

At a very early stage in the hearing, Mr. Murphy for the Union advised the Board that he was quite willing to substitute for the aforesaid Article 2 the following:

"All present employees who are now members of the Union, and all future regular employees who become members of the Union, shall as a condition of continued employment maintain that membership in good standing for the duration of this agreement."

The clause which Mr. Murphy agreed to substitute will readily be recognized as a maintenance of union membership provision.

Because of the view which we take of this whole matter, as will presently appear, we do not propose to do more than state some of the arguments which were stressed before us.

In addition to the usual arguments in favour of the principle of so-called "union security" clauses, Mr. Murphy pointed out that in practically all coal mines within the Province, some such clause (more often, a closed shop provision) is to be found in existing agreements between employers and workmen.

Although, as already stated, the question of check-off was settled by agreement, Mr. Murphy also directs the Board's attention to the fact that under Section 18 of the Coal Mines Regulations Act, R.S.B.C. 1936, Chapter 188, legislative sanction is, in effect, given to the system of check-off. Mr. Murphy argues that inasmuch as the provision for a closed shop, union shop or maintenance of membership, as the case may be, has proved very satisfactory in coal mining, not only is there no reason why the same should not be extended to hard-rock mining, but also what is good for coal mining is also good for hard-rock mining.

In addition to the usual arguments against the principle of so-called union security clauses, Mr. Hossie points out that there is in this province no precedent for closed shop, union shop or maintenance of membership clauses with regard to hard-rock mining and that, inasmuch as under Section 13 (2), a conciliation board is appointed to endeavour to effect an agreement and "collective agreement", as defined in P.C. 1003, is one containing provisions with reference to rates of pay, hours of work or other working conditions, the question of a union security clause does not properly come within any of these headings and the Board is therefore without jurisdiction to make any findings with regard thereto.

Counsel for the Company also mentioned the Reinstatement of Civilian Employment Act, Statutes of Canada, 1942, Chapter 31, Section 3, which makes it the duty of an employer of labour to reinstate a former employee after the termination of his service with the armed forces "under conditions not less favourable" than those which would have been applicable to each employee had he remained in the employment of that employer.

Both parties advanced various arguments pro and con the general principle of union security clauses, which, while interesting, relevant and ably presented, we do not propose to repeat. While Mr. Hossie was, we think, bound to admit that the maintenance of membership provision suggested by Mr. Murphy was preferable from the Company's point of view to either a closed shop or a union shop clause, he nevertheless vigorously opposed the same on the ground that all the arguments applicable to closed shop and union shop are also applicable to maintenance of membership and that the last-mentioned provision is merely the thin edge of the wedge leading towards a closed shop.

We think it well at this stage to define the duty of a board of conciliation under the War-time Labour Relations Regulations as set

forth in Section 13 (2) of P.C. 1003, by quoting this section, which is as follows:

"A Conciliation Board appointed under this section shall, upon its appointment, endeavour to effect an agreement between the parties on the matters on which they have not agreed and, in any event, shall report the result of its endeavours and its findings and recommendations to the Minister"

At the hearing, we endeavoured as best we could to find some common ground, whether by way of compromise or otherwise, on which the Company and the Union could agree and while Mr. Murphy showed considerable disposition to seek a compromise, he was unable to suggest anything acceptable to the Company. In this connection, Mr. MacLeod suggested to Counsel for the Company that a fair compromise might be reached by the Company's agreeing to a provision providing in effect for persons who are not members of the Union being laid off before the lay-off of any member of the Union when reductions in working force are being made, and that in hiring employees, members of the Union should be given preference. Such a provision is what is often referred to as the preferential union shop, but it was likewise opposed by the Company, which refused to recede one iota from its position that it would not entertain any proposition which would curtail its right to select its employees or which would give preference to one group of employees over another.

From the foregoing, it follows that the Board failed to effect an agreement. That being so, we do not see how the Board can do anything further except, in the words of the regulations, to report the result of its endeavours and its findings as we have already done in the foregoing part of this report. As far as recommendations are concerned, we do not propose to make any except to recommend that inasmuch as Exhibit 1 is acceptable to both parties as far as it goes, the same should be executed by the Company and the Union, and to say that the solution, if any, as to the inclusion or non-inclusion of the disputed clause must be left to the parties themselves. After having given the matter considerable thought, we do not conceive that it is any part of the duty of the Board to try to foist its opinions upon either party. Having regard to the unyielding attitude of the Company, we cannot see that any good purpose would be served if this Board were

to recommend the inclusion in the agreement of the maintenance of membership clause. In the first place, we do not think that our duty is to arbitrate, except in the sense of to conciliate; in the second place neither party need act upon the recommendation; and in the third place, we cannot see that good relations between the Company and the Union would be enhanced by any attempt on our part to make an agreement for them. It may be arguable that if the parties were anxious for a way out of the dilemma which confronts them and wished a recommendation which would be accepted graciously by both without loss of prestige to either, then some justification could possibly be found for a Board recommending the inclusion of the disputed clause. We can see absolutely no evidence, however, that this would be so in this case as the parties are poles apart on the general principle.

We can therefore only express our regret at the Board's inability to effect a conciliation and to hope that both sides will continue with mutual goodwill to endeavour to find common ground, and that, in the meantime, they will continue to agree to disagree on the one point at variance without affecting amicable relations which we are ready to believe have always existed at the Island Mountain mine.

We should say that we are accepting the statement of Mr. Murphy that the membership of the Union at the mine is in the neighbourhood of 95 per cent and that all the membership are anxious to have a union security clause incorporated in the agreement, facts which the Company should keep before it when carrying on future negotiations. Mr. Murphy was most anxious to prove these facts and suggested that the Board should hold sittings at Wells in order that the employees might be called before it. On our assurance, however, that we accepted his statement, he agreed that it would not be necessary for us to adjourn to that town.

All of which is respectfully submitted.

(Sgd.) A. REG. MACDOUGALL,
Chairman.

(Sgd.) R. H. POOLEY,
Member.

(Sgd.) MALCOLM MACLEOD,
Member.

Vancouver, B.C.,
February 16, 1945.

Report of Board in Dispute Westminster Steel Foundry Ltd.

On February 19 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between the Westminster Foundry, Limited, New Westminster, B.C., and Local 3254, United Steelworkers of America.

The Board was under the chairmanship of Mr. Edwin Eades of Vancouver, appointed in the absence of a joint recommendation from the other two members. Mr. R. L. Norman and Mr. C. Grant MacNeil, M.L.A., both of Vancouver, were appointed on behalf of the company and employees respectively.

The text of the Board's report follows:

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and Westminster Foundry Ltd., New Westminster, B.C. and Local 3254 United Steel Workers of America.

By order of the Minister of Labour of Canada, dated the 28th day of December, A.D. 1944, the above mentioned dispute was referred to a Board of Conciliation and by order of the Minister also dated the said date, Mr. J. Edwin Eades was appointed to the said Board, Mr. R. L. Norman and Mr. Grant MacNeil, M.L.A., having been appointed on the recommendation of the employers and employees respectively.

The Board met on Wednesday, January 10, at the Board Room, 212 Hall Building, 789 West Pender Street, Vancouver, B.C., with Mr. N. deW. Lyons, Deputy Registrar of the Provincial Department of Labour, in attendance.

The members of the Board were duly sworn.

Mr. J. Edwin Eades was agreed upon as Chairman.

The Order appointing the Board and appointing the members were duly filed as Exhibits "1" and "2" respectively.

The agreement in dispute between the parties and the report of William Fraser, Conciliation Officer, dated November 3, 1944, was filed as Exhibit "3".

The Board considered and adopted the rules of evidence and procedure to be followed.

It was agreed that the first hearing of the parties should take place in the Board Room on Thursday, the 18th day of January, at the hour of ten o'clock in the forenoon, and that the Chairman should notify the parties.

dated ... for the hearing. Letters dated ... January 11 respectively agreeing ... to January 25, 1945, from James Robertson, Representative of United Steel Workers of America and Mr. W. S. Owen, Counsel for the Westminster Foundry Limited respectively, were duly received by the Chairman.

The Board met on the 18th of January, 1945, at 10 a.m. and Mr. James Robertson appeared on behalf of Local 3254 United Steel Workers of America and Mr. Walter S. Owen on behalf of Westminster Foundry Limited. The Chairman sought to determine the matters in dispute and read the report of the Conciliation Officer and suggested that the parties agree that all matters covered by the agreement were agreed upon and that the only matter requiring further consideration was the question of the employer agreeing to the employees' request for a maintenance of membership clause.

Mr. Robertson took the position that the Union had suggested maintenance of membership purely for the purpose of arriving at a final agreement, but since the Company had not seen fit to agree to same after months of negotiation and the efforts of a Conciliation Officer that the Union now had decided to go back to Article I, Secs. 2 and 3 of the agreement which meant closed shop or union shop and check-off.

Mr. Owen took the position that the Company had granted substantial concessions in order to reach the stage of agreement that had been reached before the matter came before the Conciliation Board and that in view of the position taken by Mr. Robertson, the Company retracted all agreements which had been reached and would not now agree to any clauses in the agreement.

After a good deal of discussion Mr. Robertson agreed that present wages, hours of work, safety and health, vacations, production bonus and apprentices as set out in the agreement covered similar conditions to those presently in existence between the Company and its

st day of February it developed examination in chief of Mr. Mac- Assistant Manager of the Company, a witness by the Union, that an it could be reached in respect to 10, and that it might be possible to an agreement in respect of Article I, ions 2 and 3 and accordingly, after discus- and a short adjournment, each of the parties agreed to take into consideration the suggestions of the Board and to negotiate and perhaps be prepared to submit revised subsections which might meet with the approval of the other.

The Board thereupon adjourned until February 2nd.

The Board reconvened on February 2nd and Counsel for the Company produced revised Subsections 2 and 3. Revised Article 10 was quickly agreed upon. After discussion and amendment and further revision in respect of the said Subsections, Counsel for the Company was in agreement with the draft and Mr. Robertson agreed to submit same to a special meeting of the union.

The Board reconvened on Monday, February 5th and an agreement was reached, completed and executed by the parties and a copy of the same is attached hereto.¹

All of which this Board is pleased to respectfully report.

Dated at Vancouver, B.C., this 10th day of February, A.D. 1945.

(Signed) J. E. EADES,
Chairman of the Board.

(Signed) R. L. NORMAN,
Member.

(Signed) C. G. MACNEIL,
Member.

¹ Text of Article I, Secs. 2 and 3, and Article 10, as agreed upon, is as follows:—

Article I—Bargaining Agency and Recognition

Section 2 (a) The Company agrees to recognize a committee of the Union. The Company also agrees not to recognize, during the currency of this agreement, any other trade union or organization as the bargaining agency.

(b) The Company further agrees that all employees now members of the Union must remain members in good standing of the Union while employed by the Company until termination of this contract.

(c) The Company agrees to recommend to all employees that they join the Union.

Section 3. The Company agrees to co-operate with the Union to facilitate the collection of Union dues.

Article X—Facilities. The Company agrees to make every reasonable effort to install proper washroom facilities.

erate
section of
un.

After and argument of the parties and that it might be possible for the parties to arrive at a satisfactory conclusion without further mediation. The suggestion was placed before the parties' representatives and a short adjournment was granted in order that the representatives should discuss the suggestions between themselves.

On reconvening both parties stated to the Board that it seemed possible that an agreement could be reached and both requested that the Board adjourn for at least a week during which time they would negotiate one with the other with a view to settlement.

Both parties requested that, if no agreement were reached and evidence was to be taken and submissions made, a stenographer should be obtained as the evidence and submissions would be of a lengthy and complicated nature.

The parties agreed to extension of the life of the Board to the 15th day of February, 1945.

The Board adjourned to Saturday, January 27, at the hour of 10 o'clock a.m.

The Board reconvened on the 27th of January and the parties through their said respective representatives stated that they had met and the matters in issue had been reduced to Article I, Sections 2 and 3 covering closed or union shop and check-off and Article 10 of the agreement, but upon these points they were definitely irreconcilable.

An official stenographer being present and Mr. Lyons in attendance and the parties and other representatives being ready to proceed the Board proceeded to hear the evidence of the witnesses called on behalf of the Union on the said 27th day of January and subsequently on the 29th day of January, the 31st day of January and the 1st day of February, the witnesses being examined in chief, cross-examined and re-examined.

Report of Board in Dispute Between Canners' Machinery, Ltd., Simcoe, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 257

On March 9 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Canners' Machinery, Ltd., Simcoe, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 257.

The Board was under the chairmanship of the Hon. Mr. Justice W. D. Roach, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members; Mr. John W. Sheppard of Simcoe, and Mr. Bora Laskin of Toronto, appointed on the nomination of the company and employees respectively.

The text of the Board's report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Canners Machinery Limited, Simcoe, Ontario, Employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 257, Employees.

TO THE HONOURABLE THE MINISTER OF LABOUR

We, the undersigned, Chairman and Members of the Board of Conciliation appointed by you herein, submit our formal report as follows:—

Before meeting with the parties, at the request of the Board the parties each filed a brief and subsequently the Board met with the parties at Simcoe on January 26, and subsequently at Toronto on January 30, and February 2.

At all meetings with the parties, the parties were represented as follows: For the Com-

pany, Mr. J. B. Doyle, General Manager and Mr. W. S. Bryan, Accountant. For the Union, Mr. Robert Stacey, International Organizer and Mr. E. O. Leffler, an employee and Vice-President of the local Union.

The matters in dispute involved union security, seniority and hours of work.

The Company has only one plant, viz., at Simcoe, and its work is primarily that of repairing canning machinery for the canning industry. It is a subsidiary of Canadian Cannery Limited. The number of employees is small. It is said that presently there are twenty-two employees who would be covered by a collective bargaining agreement. The company is not presently engaged in any war work.

The Union had been certified as the collective bargaining representative of the employees by the Ontario Labour Court. For months the parties had been attempting to consummate the collective bargaining agreement but on the matters in issue before us they were unable to reconcile their opposing views. These views have been set forth in their respective briefs which are attached hereto.

The Board is very happy to report that it has been able to reconcile the differences between the parties and an agreement has in fact been executed by the parties, an original of which is attached.

All of which is respectfully submitted.

Dated this fifth day of March, A.D. 1945.

(Sgd.) W. D. ROACH,
Chairman

(Sgd.) JOHN W. SHEPPARD,
(Sgd.) BORA LASKIN

Report of Board in Dispute Between Campbell Soup Company, Limited, New Toronto, Ont., and United Packinghouse Workers of America

On March 27 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Campbell Soup Company, Ltd., New Toronto, Ont., and United Packinghouse Workers of America.

The board was under the chairmanship of His Honour Judge T. N. Barton of Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; the Honourable Senator G. Peter Campbell, Toronto, and Mr. Arthur Williams, Oshawa, appointed on behalf of the employer and employees respectively.

The text of the Board's report follows:

Report of Board

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between Campbell Soup Company Limited, New Toronto, Ontario (Employer), and United Packinghouse Workers of America (Employees).

TO:

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

Dear Sir:

The Board of Conciliation appointed by you pursuant to Section 13 of P.C. 1003, begs to

report the results of its endeavours and its findings and recommendations as follows:

The Board held sittings in Toronto on February 14, February 19, February 26, March 6, March 7, March 14, March 23 and March 26, at which representatives of the Company and the Union made written and oral submissions in support of their respective points of view and contentions. The Company was represented at a number of these meetings by Mr. G. M. Huycke, K.C., Counsel for the Company; Mr. D. M. Mounce, General Manager; and Mr. K. G. Platt, Assistant General Manager. The Union was represented by Mr. D. B. Archer, Field Representative of the Union; Mr. Stanley Glugosh, President of Local 158 of the Union; and Mr. John Bunn, Financial Secretary.

In the month of June, 1944, the Union asked the Ontario Labour Relations Board for certification as the bargaining representatives of a unit of employees of the Company composed of all the hourly rated employees of the Company except those who have the right to hire or fire or those engaged in a confidential capacity or as office workers. The Company replied, asking that no bargaining representatives be certified until the employees concerned had been determined and the wishes of such employees ascertained by a vote.

In the same month, the Company received a notice of intervention and copy of petition for certification filed on behalf of Campbell's Independent Workers Union. In the month of August the chief executive officer of the Ontario Labour Relations Board met with representatives of all parties—the Union, the Company, and the Independent Union—and a partial agreement was reached between the parties as to those entitled to vote. The only question remaining unsettled was whether or not the power plant employees should be included and this question was referred to the Ontario Labour Relations Board who subsequently directed that the power house employees should be included in the voting constituency. A list of employees entitled to vote was then prepared and agreed upon by all parties and September 11, 1944, fixed as the date for voting. The voters' list agreed between the parties contained the names of 159 employees out of a total of 346 hourly paid employees on the payroll (exclusive of office employees, foremen and salesmen), and on the vote being taken there were 137 ballots cast of which 129 ballots were counted, 96 of which were cast in favour of the Union and 33 in favour of the Independent Union.

On October 11, 1944, following the vote, the Ontario Labour Board certified Messrs. S. Glugosh, J. Bunn, A. Lesco, M. Holbrough, A. Scott, and D. B. Archer as bargaining repre-

sentatives on behalf of all employees within the Union. The Union subsequently filed a further petition for certification by the Board of bargaining representatives for a unit of employees, to which the Company replied and Campbell's Independent Workers' Union intervened. At a hearing before the Ontario Labour Relations Board held on the 22nd of November, 1944, the Board stated they would exclude from the bargaining unit certain specified classes and the Union stated upon the hearing that they did not wish to have included in the unit any employees who worked less than 24 hours each week. The Company thereupon gave notice to the Union that it was prepared in accordance with the direction of the Chairman of the Ontario Labour Relations Board to discuss the compromise suggested by the Chairman but at the date of this hearing no discussion had taken place and no further certification has been granted by the Ontario Labour Relations Board and no agreement has been reached between the parties respecting the inclusion of further employees.

The matter stands at the time of the hearing before this Board as indicated above at the time of the original certification by the Ontario Labour Relations Board whereby 96 of the 159 employees entitled to vote cast their ballots in favour of the Union.

The parties agreed that certification is only in respect of a small percentage of the employees of the Company although the Union indicates that it hopes to have a larger membership and be in a position at a later date to request certification as bargaining agents for a larger group of employees.

One of the principal difficulties confronting the Board as well as the Company and the Union, arises from the fact that the Company employs many part-time workers and many seasonal workers. The Company states that during the canning season they employ from 2,000 to 3,000 employees whereas at other seasons of the year their total employees, including part-time, would be less than 1,000.

In dealing with a dispute of this character where only a small number of employees have been certified, care must be taken to see that requests made by this group do not place extraordinary burdens and conditions on the Company which might place them at a disadvantage compared with their competitors in the industry. Having this in mind, the Board has made every attempt to compromise the dispute between the parties in the hope that each party will realize the difficulty of dealing with the settlement of a collective bargaining agreement where such a small percentage of the total employees of the plant is represented by the collective bargaining representatives as

certified. The parties were most co-operative in dealing with the matters in dispute between the Board and have made every effort to reach a settlement. During the first hearing each party submitted a draft agreement, all of which were carefully considered and discussed by the members of the Board, resulting in an agreement being reached between the parties with respect to all matters, except the following:

1. Union shop and check off:

The Union strongly urged the necessity of having either a Union shop or maintenance clause with check off in order that they might be able to control the discipline of their members now employed by the Company. The Company strenuously opposed both of these clauses on the ground that they had had no previous agreement or experience with this particular Union and stated that their confidence in the Union had been shaken by a cessation of work caused by the Union or its members during the course of negotiations and while an attempt was being made to settle the differences between them.

The Board settled a clause providing for a check off for the duration of the agreement from the Union members who were entitled to vote on the appointment of the Union as their collective bargaining agency in lieu of the Union shop clause and check off proposed by the Union. Both parties have compromised and agreed to the clause drafted by the Board.

2. Hours of work:

The Union urged that the hours of work should be limited to 48 per week, but indicated they were willing to work 50 hours or more providing they received overtime. As this question involves an increase in pay which is within the jurisdiction of the War Labour Board, this Board did not feel they should make any finding, but drafted a clause protecting the rights of both parties in an application now pending before the War Labour Board, which clause has now been agreed upon between the parties.

3. Seniority and grievances:

One or two questions have been raised by both parties with respect to the provisions

covering seniority and grievances which the Board have been able to settle in a manner satisfactory to both parties.

4. Management:

Several questions arose with respect to management and cessation of work clauses which the parties themselves could not agree upon and were willing to leave to the Board for settlement. The Board has settled these clauses and embodied them in a draft agreement which has now been approved by the parties.

5. Rest period:

The Union made very strong recommendations in favour of a 15 minute rest period midway during each work period of three hours or more without deduction of pay, stating that they had learned from experience that employers who had adopted this practice admitted the benefit to the Company and employees resulting from the increased efficiency of the employees. The Company pointed out that employees were now granted whatever time was required for their personal needs but stated it was impossible for them to conduct their operations so as to grant fifteen minute rest periods without seriously interfering with production. The Board does not feel it would be justified at this time in the light of the positive and definite statements made by the Company's representatives in settling the question of a rest period, although it has made recommendations by letter to both parties that the question be carefully studied and tests made in the hope some arrangement shall be found to satisfy the wishes of the employees.

A draft copy of the first collective bargaining agreement settled by the Board and recommended to the Company and the Union will be forwarded with this report.

All of which is respectfully submitted.

Dated at Toronto this 26th day of March, 1945.

(Sgd.) T. H. BARTON,
Chairman.

(Sgd.) ARTHUR WILLIAM,
Union Representative.

(Sgd.) G. P. CAMPBELL,
Company Representative.

Report of Board in Dispute Between Andrews Wire Works of Canada, Ltd., Watford, Ont., and the Federation of Industrial Workers' Union, Local No. 2

On March 17 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Andrews Wire Works of Canada, Ltd., Watford, Ont., and the Federation of Industrial Workers' Union, Local No. 2.

The Board was under the chairmanship of His Honour Judge J. J. Coughlin, Sandwich, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. George Edward Burnson, and Herbert Orllife,

both of Toronto, appointed on the nomination of the employer and employees respectively. The text of the Board's report follows:

Re: Andrews Wire Works of Canada Limited, Watford, Ontario, and The Federation of Industrial Workers' Union, Local No. 2.

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

Sir:

Your Board of Conciliation appointed pursuant to P.C. Order No. 1003 presents its report as follows:

Hearings were held in the City of Toronto commencing March 12, 1945, at which the Company was represented by its President, Mr. Harold Newell and the Union by Messrs. Elroy Robson, Regional Director, and H. G. Rhodes, General Representative of the Canadian Congress of Labour, and Messrs. Clarence Moon and Roy Cayley, Committee Members of Local No. 2.

Much progress had been made by the parties in arriving at the details of a collective bargaining agreement leaving however, several important points on which differences of opinion prevailed.

It was finally agreed that it should be left to the Board to make a report recommending the insertion of specific provisions in the agreement in lieu of the paragraphs in the draft agreement submitted on which the parties were unable to agree.

We, therefore, recommend as follows:

RE GRIEVANCE PROCEDURE

That in lieu of paragraphs 11 to 17 inclusive in the draft agreement put in as Exhibit A at the hearing the following paragraphs 11 to 15 be substituted, namely:

11. Any employee having a grievance shall present it to his Grievance Chairman who shall take it up with his immediate superior.

12. If the grievance is not adjusted by the said superior and the Grievance Chairman, it shall be then put in writing by the Grievance Committee and presented to Management within 5 days from the day when the employee's superior rendered his decision and shall then be taken up by the Grievance Committee and Management at the next regular meeting between Management and the Grievance Committee.

13. Grievances which cannot be satisfactorily settled as herein provided shall be reviewed jointly by representation of the Management, the Grievance Committee and representatives of the Canadian Congress of Labour.

14. If the grievance cannot be settled between the representatives of the Canadian Congress of Labour and the Management, it shall then be taken to arbitration in the following manner:

- (a) The Union shall designate one person to act as arbitrator.
- (b) The Company shall designate one person to act as arbitrator.
- (c) The said two arbitrators shall mutually agree upon the selection of a third arbitrator who shall be impartial and who shall act as Chairman of the Board of Arbitration.

15. In the event that the arbitrator designated by the Union and the arbitrator designated by the Company are unable to agree upon the selection of a third arbitrator, within one week, then and in that event, either party may call upon the Minister of Labour for the Province of Ontario to designate the third arbitrator. The decision of the Board of Arbitration shall be final and binding upon both parties to the Agreement.

RE: SENIORITY

That in lieu of paragraphs 18 to 30 in the said draft agreement, the following paragraphs 18 to 30 be substituted, namely:

18. In all cases of lay-offs, rehiring, filling of vacancies and promotions, when the factors of knowledge, training, ability, skill and efficiency are relatively equal, seniority shall govern.

19. Seniority shall be plant-wide and shall be determined by the length of service from last date of entry into the Company's service.

20. Upon the completion of 60 days of continuous employment the employee's name shall be placed upon the seniority list. The seniority list shall be established as of the day the employee entered the service of the Company.

21. Employees shall be regarded as "Temporary Employees" for the first sixty (60) days of continuous employment. There shall be no responsibility for the re-employment of temporary employees if they are laid off or discharged during this period.

22. Should an employee be transferred or promoted from the scope of this agreement, and at a later date be returned to within the scope of this agreement, such employee shall have as a basis for seniority rating the date of last hiring with the Company.

23. One plant-wide seniority list shall be drafted and posted on the Bulletin Board. If no objection is made to this seniority list within 30 days from date of posting, this seniority list shall be certified to the Company by the Union as being correct, and shall thereafter be binding upon both parties to this agreement.

24. The seniority list as posted for the first 30 days shall be accepted by both parties as a basis for operations, subject to correction on or before the end of the 30-day period. Any corrections made during this 30-day period that will affect any lay-offs, rehiring, or promotions shall not carry retroactive pay adjustments. Should any employee be dismissed for cause and not thereafter reinstated by grievance procedure, and should he be rehired at a later date his seniority shall date from his last entry into the Company's service. This shall likewise apply where an employee voluntarily quits and is then rehired at a later date.

25. Employees on duty with His Majesty's Forces, or those who may be moved from their regular jobs to fill other jobs, by the National Selective Service Board, shall be considered as

on leave of absence, and shall retain their seniority rights and will continue to accumulate seniority provided such seniority rights are asserted within ninety (90) days after the date upon which they are discharged. Or in the event of such discharge occurring abroad, within ninety (90) days after the date on which they are disembarked in Canada.

26. The Company agrees to give consideration on matters of employment to unemployed members of the Local Union.

27. An employee ceases to have seniority and to be on any seniority list if:

- (a) he quits;
- (b) he is discharged for good and sufficient reason and such discharge be not reversed by grievance procedure;
- (c) the employee is absent without reasonable cause for 48 hours without advising the Company's employment department;
- (d) the employee fails to signify his intention to return to work within 48 hours after notification by mail so to do to his last address on record with the Company, and if temporarily employed does not return to work at the end of the legal seven days' notice required to the temporary employer;
- (e) non-employed by the Company for a period of nine months.

28. Sickness or disability resulting from an accident while engaged in the work of the Company shall not be sufficient cause for dismissal provided the Company shall be notified of such sickness or injury within forty-eight hours after the employee ceases to work and further, that such employee returns to work promptly upon his recovery. Upon recovery, an employee who has been sick or disabled shall return to his former position. In the event of such sickness or disability, an employee found incapable of performing his former duties shall, wherever possible, be transferred to work commensurate with his physical condition. This also applies to those returning from the Armed Forces. If, due to condition beyond the control of the Company, work is not available for an employee returning from incapacitation due to sickness or injury from an accident while engaged in the work of the Company, such employee shall be termed as "laid-off" as of the date of his "recovery" and his seniority from that date shall be governed by Sections (d) and (e) of Paragraph 27 should either become applicable to his case.

29. No employee shall have any preferred right to do any particular job assignment, and seniority shall apply only as heretofore outlined, and not to the assignment of jobs in the normal operation of the plant from day to day.

30. It is, however, distinctly understood and agreed that, notwithstanding anything in this agreement, the principle of seniority shall only be applied when it is consistent with the employee's diligent performance of his work and ability and experience to perform the duties required of him.

RE: WAGES, HOURS OF WORK AND OVERTIME

That in lieu of Paragraphs 31 to 35 in the said draft agreement, the following Paragraphs 31 to 34 be substituted, namely:

31. For all employees covered by this agreement the Company's regular work week shall

be 48 hours. The division of the 48 hour work week into hours per day shall be subject to mutual arrangement between Company and Committee.

32. In the event of the work week falling below 48 hours the Company shall determine how the hours shall be divided, but shall before such determination discuss the matter with the representatives of the Union in order to obtain their opinion of same.

33. Time and one-half is to be paid employees covered by this agreement for all time worked beyond 48 hours in any one calendar week or for any time worked in any one day beyond the regular assigned hours of work for that day, even though the employee in question has not completed his 48 hours of work during that particular calendar week, unless the employee in question has not completed his 48 hours of work in that particular calendar week due to his absence from work without the consent of Management, in which case overtime during any one particular day or days shall be paid for as straight time.

34. When in order to maintain production in any department it is necessary to work overtime, such employees as are required will work, provided, however, that the overtime work shall be evenly distributed among those normally performing the same kind of work, so far as is practicable.

RE: WAGES

That in lieu of Paragraph 39 in the said draft agreement the following Paragraph 39 be substituted, namely:

39. There is an application presently before the Regional War Labour Board for Ontario regarding wages and when the finding and direction of the said Board is issued such finding and direction shall be attached hereto as Schedule A and shall form part of this Agreement.

RE: UNION SHOP AND CHECK-OFF

This is the first collective bargaining agreement to be negotiated with the Company. The unionization of the employees of the Company is a matter of a quite recent date and the efficiency with which the local concerned can carry on its work of promoting harmony in employer-employee relations remains to be demonstrated.

The Board recommends that the Union withdraw its request for a Union Shop at the present juncture, without prejudice to its right to reopen the issue on the renegotiation of the new agreement at the expiration of the present one.

The Board recommends that the Company recognize the right of its employees to a voluntary check-off of Union dues.

All of which is respectfully submitted.

Toronto, March 14, 1945.

(Sgd.) J. J. COUGHLIN,
Chairman.
(Sgd.) HERBERT ORLIFFE,
Member.

Minority Report

I am in accord with the majority recommendations save with regard to the voluntary check-off.

I feel that in so far as the Union was not certified until September 20, 1944, and in so far as there was no Union organization in existence in the Company's plant until a very short time prior to that date, that it would be premature at this time to recommend a voluntary check-off.

In addition I am of the opinion that the voluntary check-off is clearly in conflict with Section 19 (1) of P.C. 1003. If the voluntary check-off is not to be forbidden by the Wartime Labour Relations Regulations, then they should be amended in that regard because, in my opinion, the voluntary check-off can now be granted only by ignoring the plain meaning of the above Section.

(Sgd.) G. E. BURNSON,

Member.

Conciliation Work of the Industrial Relations Branch During March, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

During the month of March, officers of the Industrial Relations Branch were called upon to handle 24 industrial disputes or controversial situations involving 15,178 work-people employed in 31 different establishments. Of these 17 were new disputes which originated during the month, while 7 were situations which had been un-terminated as of February 28, and received further attention in March. They were dealt with under the provisions of the Conciliation and Labour Act, being distinct from and in addition to Conciliation proceedings under the Wartime Labour Relations Regulations described on previous pages, and under Order in Council P.C. 4020.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Following is a statistical analysis of the cases handled during the period under review:

Industries

MINING AND SMELTING, ETC.

Coal Mining	8
Metal Mining	1

MANUFACTURING

Vegetable Foods	1
Metal Products	10
Textiles, Clothing Products, etc.	1
Wood Products, Miscellaneous	1

TRANSPORTATION

Electric Railways and Local Bus Lines..	2
---	---

Nature of Dispute or Situation

Strike or Lockout	10
Threatened strike	3
Controversies	4
Arbitrations	6
Requests for services of Commissioners..	1

Predominant Cause or Object

Increase in wages	7
Decrease in wages	1
Increase in wages and other changes...	2
Other causes affecting wages & working conditions.	1
Recognition of Union	1
Employment of Union members only.....	2
Discharge of workers for union membership or activity	4
To secure or maintain union wages and working conditions	1
Other union Questions	1
Discharge of workers for other than union activity	4

Disposition

Strike terminated by mediation or other Departmental action	4
Threatened strike averted by mediation..	1
Controversy terminated by mediation, etc.	1
Decision rendered in arbitration	5
I.D.I.C. appointed under P.C. 4020	2
Election or vote conducted	1
Dispute lapsed; no further action necessary	2
Referred to N.W.L.B. or R.W.L.B.	2
Referred to Provincial authorities	1
Disposition Pending	5

Results

In favour of employees	3
In favour of employer	7
Compromise or partially successful	2
Indefinite or un-terminated	9
Not known	3

Method of Settlement

Conciliation or mediation	10
Arbitration	5
Administrative action	2
Settlement Pending	7

Brief summaries of a few of the cases of chief interest are given below:—

Coal Miners, Drumheller and East Coulee, Alta.—Early in February the Minister of Labour received a joint request from the Drumheller Coal Operators' Association Limited and District No. 18, United Mine Workers of America, for the appointment of an Independent Chairman to deal with disputes affecting three mines in the area. The Minister appointed Mr. David H. Elton, K.C. of Lethbridge, Alta. to deal with all three cases. Hearings took place at Drumheller during February and the reports of the Independent Chairman were received in March. The first dispute involved the price to be paid for removing Cap Rock at Murray Collieries, Limited, East Coulee, Alta. No provision had been made in the wage agreement for the operation. The decision of the Chairman was that the operation did not constitute new work and that the present custom and price should be maintained. At the same time he expressed the opinion that the matter in dispute should receive special attention when the existing agreement comes up for revision and renewal.

The second dispute concerned the price which should be paid to miners of the Brilliant Coal Company Limited, Drumheller, Alta. for setting up timbers which are usually known as "needle sets". Having regard to matters of safety, the Chairman ruled that when an extra prop was needed in such timber sets, the price should be increased from 42½c. to 75c. The third matter referred to arbitration involved the wage rate fixed for an employee of the Atlas Coal Company, Limited, East Coulee, Alta., who was required to operate a small hoist for the conveyance of material from the mine entrance to the rock dump. The union contended that the employee should be paid the rate fixed for an Incline Engineer. The Chairman ruled that the Company should continue its present practice of paying the man the rate of a Tipple Dumper.

Bakery Workers, Toronto, Ont.—In the February issue of the *LABOUR GAZETTE* (p. 178) mention was made of the appointment of His Honour Judge W. T. Robb, of Orangeville, Ontario, as an Industrial Disputes Inquiry Commissioner to investigate charges that Brown's Bread Limited, of Toronto, had dismissed 14 of its employees because of membership in or activity on behalf of Local No.

264, Bakery and Confectionery Workers' International Union. Following a hearing in Toronto on February 15, the case was adjourned to permit certain material to be filed by the parties. The Commissioner's report which was received during March, was to the effect that none of the employees had been dismissed or discriminated against because of their union membership or activity.

Coal Miners, Cape Breton, N.S.—The March issue of the *LABOUR GAZETTE* (p. 342) contained a brief summary of events leading up to a ballot in which coal miners of the Maritime Provinces, members of District 26, United Mine Workers of America, voted to go on strike to secure certain wage increases and additional holidays with pay which had been denied them by the National War Labour Board. During March conversations took place between the Minister of Labour and District Officers of the Union. As a result, the Minister was able to announce on March 13 that arrangements had been made under which the Royal Commission which is presently investigating the coal mining industry in Canada would give the union an opportunity to make representations to the Commission in respect to certain matters at issue. The terms of reference of the Commission, of which Mr. Justice Carroll is Chairman, will include the consideration of holidays with pay and the question of the differential in wage rates paid to miners working on the coal face and to datal workers, together with the matter of overtime pay on certain mining shifts. Any recommendations which may be made by the Commission as a result of its inquiry for changes in existing terms of employment, will be referred to the National War Labour Board for approval. It is expected that the Carroll Commission will hear the representations of the parties immediately following the completion of hearings which have been scheduled in Western Canada.

Railway Car Builders, Trenton, N.S.—In the March issue of the *LABOUR GAZETTE* (p. 343) it was reported that the Department was dealing with a situation at the Eastern Car Company Limited, Trenton, N.S., which had caused several work stoppages by building track and steel construction employees. From March 6 to 8, Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., arranged a series of separate and joint conferences in Trenton with representatives of the management and the union. It was finally agreed that for the duration of the present contract for convertible gondolas for delivery to Russia, the existing standards of production would be continued.

Metal Workers, Montreal, P.Q.—On the afternoon of March 19, the Department was informed that a strike by some 186 employees was in progress at the plant of Keating Sons Limited, Montreal, P.Q. The immediate cause of the strike was the discharge of an employee, the company claiming that the dismissal was for cause, while the employees charged that the man had been discriminated against. There was an Employees' Association in the plant but on investigation by Mr. R. Trepanier, Industrial Relations Officer, Montreal, it developed that the United Steel Workers of America were organizing both in the plant of Keating Sons Limited, which manufactures marine hardware, and in Keating Forging and Foundry Limited. Mr. Trepanier was able to induce the employees of Keating Sons Limited to return to work the following morning, after which the Company complied with his recommendation that the dismissed employee be reinstated. It was then agreed that a consent vote should be conducted in the two plants under the supervision of Mr. Trepanier to determine whether the employees wished to have the United Steelworkers of America represent them for purposes of collective bargaining. The results of the balloting, when consolidated, showed that out of 277 eligible employees only 73 were in favour of union representation, while 178 were opposed.

Ship Repair Workers, Liverpool, N.S.—When Thompson Brothers Machinery, Limited, Liverpool, N.S., discharged an employee for refusal to work with non-union employees, some 350 other employees went on strike on March 9 demanding the reinstatement of the dismissed union member. From the day of the strike until March 13, Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was in continuous contact with the situation by telephone, endeavouring to secure a resumption of work through intervention with a spokesman of the company and representatives of the United Brotherhood of Carpenters and Joiners of America, the International Association of Machinists, and the Federated Trades Council of Liverpool. On March 12, three officers of the Royal Canadian Navy conferred with the management and addressed a mass meeting of the striking employees, but were unable to reach any settlement. Mr. Pettigrove arrived in Liverpool on March 14. By that time the employees had agreed unconditionally to return to work. Following a conference with some of the interested parties, and on request of the union representatives, Mr. Pettigrove asked the manager of the company to permit the dismissed employee to return to work on March 15, along with the employees who were on strike. This was refused, for the time being at least, on the ground that it would interfere with discipline.

Opening Meeting of Safety Committee

On page 122 of the January LABOUR GAZETTE reference was made to the establishment of safety committees in British Columbia.

The LABOUR GAZETTE has received a copy of the minutes of the opening meeting of one such committee, held in a lumber camp at Copper Canyon, Chemainus, B.C., on January 18.

The meeting discussed generally "the aims and ideas of safety first," and a number of suggestions were brought up for discussion. Among these were the following: that tool boxes or racks be placed in the "crummy" for the purpose of holding saws and axes; that the

employees refrain from crowding around the door of the "crummy" as it approaches, or from jumping off while the "crummy" is in motion. The meeting also talked about arrangements for the transportation of injured patients to the hospital; and it was considered that employees should learn as much as possible about first aid.

The camp foreman was chairman of the meeting. It was agreed that everyone in the company's employ should endeavour to carry out suggestions brought up at this and future meetings.

Collective Agreements and Wage Schedules

Recent Collective Agreements

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

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

Mining, Non-Ferrous Smelting and Quarrying: Metal

NORANDA, P.Q.—NORANDA MINES LTD., AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 688.

Agreement, following report of conciliation board (L.G., Feb., p. 163), to be in effect from February 8, 1945, to February 7, 1946. The company recognizes the union as the sole collective bargaining agency for all employees at the Horne mine and plant. There shall be no discrimination by the company or the union or its members against any employee because of membership or non-membership in any lawful union or because of race, colour, religious creed or political belief. No person shall be required, as a condition of employment, to become or remain a member of any union or other organization.

Hours: the schedules of hours in effect for all hourly-rated employees at the date of execution of this agreement shall be maintained except if this should be impractical due to lack of work.

Overtime: to those who work 8 hours per day, time and one-half, after having worked 48 hours in any work week; to those who work 9 hours per day, time and one-half after having worked 54 hours in any work week. Double time for work on Christmas. Vacation of one week with pay in accordance with Finding and Direction of the National War Labour Board dated January 26, 1943, to all hourly-rated employees.

Wages: the company and the union agree that the scale of wages, bonuses, overtime rates and times and methods of payment in force shall be maintained during the life of this agreement. Provision is made for seniority rights and grievance procedure.

Manufacturing: Printing and Publishing

MONTREAL, P.Q.—PUBLISHERS OF AN ENGLISH DAILY NEWSPAPER AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 176.

Agreement to be in effect from November 1, 1944, to October 31, 1945. Only union members to be employed.

Hours: 8 per day, a 5-day week, 40 hours per week, for both day and night work. When necessary to work split shifts running from day into night hours or vice versa, shifts to be 7½ hours with pay at night rates. Overtime is payable at time and one-half for the first three hours and double time thereafter; double time for work on shifts beginning on Sundays or seven specified statutory holidays.

Wage rates: journeymen \$44.60 per week minimum for day work and \$48.40 for night work; the same minimum rates are also payable to machine operators, machinist-operators and machinists; foremen receive at least 15 per cent over regular rates. Vacation of one week with pay to all employees of the company for one year or more; those employed less than one year receive one day's paid vacation for each three months' employment.

Apprentices may be employed in the ratio of one to every eight journeymen regularly employed until eight apprentices have been employed, then the ratio shall be one to every 20 journeymen. No office will be permitted more than 10 apprentices. The minimum wage scale for apprentices shall be in proportion to the journeyman's scale for day or night work as follows: from 25 per cent during first 6 months to 75 per cent in twelfth 6 months. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Metal Products

LACHINE, P.Q.—DOMINION ENGINEERING WORKS LTD. AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 1660.

The agreement which was summarized in the *LABOUR GAZETTE*, June, 1943, p. 807 and May, 1944, p. 634, is extended to March 27, 1946, with the following addition; in the recalling of employees to work after a lay-off, it is provided that they shall be recalled in the reverse order to which they were laid off.

HAMILTON, ONT.—THE STEEL COMPANY OF CANADA, LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 1005.

Agreement, following report of board of conciliation (L.G., Jan., p. 55), to be in effect from February 24, 1945, to February 23, 1946, and thereafter for a further period of one year unless sixty days' notice in writing is given by

either party. The company recognizes the union as the certified collective bargaining agency for all eligible employees at the Hamilton and Ontario works. The company and the union agree that there shall be no discrimination or intimidation of any employee in respect to union activity or membership. The company also agrees that no person shall be refused employment, coerced, restrained or influenced on account of membership or non-membership in any lawful labour organization.

Hours of work shall be those now in effect. Overtime at time and one-half for all work in excess of standard working day and week. Where it has been the practice a minimum call-in allowance of four hours pay will be continued as well as certain other allowances. Six specified statutory holidays and any other proclaimed by the Government and observed throughout Canada will be granted. Vacation of one week with pay to all employees of the company who have completed one year of service and two weeks with pay to those who have been continuously employed by the company for 25 years, less deductions of one day for each unjustifiable absence in excess of one day in any calendar month.

Wages are to continue on the same hourly and piece work scale at present in effect.

Provision is made for seniority rights and grievance procedure.

NEW TORONTO, ONT.—ANACONDA AMERICAN BRASS LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 811.

Agreement reached following a strike (L.G., March p. 412) to be in effect from February 26, 1945, to February 25, 1946, and thereafter from year to year subject to notice. The company agrees to recognize the union as the sole collective bargaining agency for all eligible employees of the company at the above plant. The company and the union will maintain a policy of non-discrimination toward all employees with respect to race, colour, creed, political affiliation, union membership, national origin or citizenship status.

Wages: employees on the second and third shifts (except those employees on the third shift who receive 8 hours' pay for 6½ hours' work) to receive 5 cents per hour extra. Provision is made for seniority rights and grievance procedure.

MONTMAGNY, P.Q.—A. BELANGER LTEE. AND LE SYNDICAT NATIONAL CATHOLIQUE DE LA FONDERIE DE MONTMAGNY, INC.

Agreement to be in effect from September 1, 1944, to August 31, 1945, and thereafter from year to year subject to one month's notice. New employees must join the syndicate within one month of starting to work. All workers must maintain their union membership as a condition of continued employment. The company also agrees to the check-off.

Hours: 10 hours per day, 6 day week, a 60 hour week. Overtime at time and one-half

after 55 hours. All work on Sundays and church holy days at time and one-half. Vacation of one week with pay granted all employees during summer. Labour Day is a holiday without pay.

Minimum hourly wage rates: foundry—moulders 50 to 57 cents, coremakers 39 to 43 cents, pullers-out 34 to 46 cents, cupola tenders 38 to 44 cents; other than foundry—pattern makers 49 to 61 cents, stove mounters 43 to 51 cents, enamel sprayers 42 to 50 cents, polishers 39 to 52 cents, sandblasters (after 3 months) 46 to 48 cents, mechanics 44 to 53 cents, sheet metal workers 38 to 47 cents, furnace men 35 to 45 cents, packers 37 to 49 cents, blacksmiths 44 to 58 cents, shippers 34 to 48 cents, firemen 34 to 44 cents, night watchman 31 to 35 cents, labourers 32 to 40 cents, apprentices 20 to 37 cents. Provision is made for grievance procedure.

Manufacturing: Shipbuilding

VICTORIA, B.C.—VICTORIA MACHINERY DEPOT AND THE BOILERMAKERS' AND IRON SHIPBUILDERS' UNION, LOCAL 2.

Supplementary agreement to be in effect from February 8, 1945, for the duration of the war and completion of contracts entered into during war. This is a supplement to the agreement previously in effect and summarized in the LABOUR GAZETTE, May, 1940, p. 493; April, 1942, p. 481; Feb., 1943, p. 218. This supplement provides for grievance procedure.

Construction: Building and Structures

MONTREAL, P.Q.—INSULATION CONTRACTORS ASSOCIATION AND MEMBERS OF THE HEAT AND FROST INSULATORS AND ASBESTOS WORKERS OF CANADA.

Agreement to be in effect from January 1, 1945, to January 1, 1946.

Hours: 8 per day in Montreal and district, 10 per day outside of city. Overtime at the rate of time and one-half after such hours, with double time for time worked between 12 midnight and 8 a.m., and for all work on Sundays and legal holidays. One-half hour travelling time outside of city where an extra car fare is required will be allowed, also transportation to and from work, cost of meals and room.

Wage rates: mechanics, \$1.02 per hour; improvers, 52 cents per hour first year, 67 cents second year, and 82 cents the third year; foremen, from \$1.07 to \$1.22 per hour depending upon the number of workers under them. Men working in fibreglass to receive 23 cents per hour extra and the shops to furnish masks and gloves.

The ratio of improvers may equal but not exceed a 2 to 3 ratio to mechanics in shop. No improver shall execute work unless in company with a mechanic. An improver year shall comprise 2,288 working hours.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the act include the extension of one new agreement and the amendment of five others, all of which are noted below. Requests for the amendment of the clockmaking industry at Montreal; for the amendment of the paint industry agreement for the province; and for the amendment of the fur industry agreement for Quebec were published in the *Quebec Official Gazette* March 3. Requests for the amendment of the corrugated paper box agreement for the province and the printing trades agreement at Montreal, and the building trades agreement at Joliette were published March 10. A request for the amendment of the uncorrugated paper box agreement for the province was gazetted March 17.

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

Manufacturing: Fur and Leather Products

WHOLESALE FUR INDUSTRY, MONTREAL

An Order in Council, dated March 10, and gazetted March 17, amends the previous Orders in Council for this industry (L.G., November, 1944, p. 1368) by adding one firm as a co-contracting party.

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated March 10, and gazetted March 17, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 349 and other issues as therein mentioned) by the addition of one more party.

Manufacturing: Textiles and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated March 10, and gazetted March 17, extends the term of the agreement (L.G., Oct., 1940, p. 1075, Nov., p. 1202; March 1942, p. 353; March, 1943, p. 340, June, p. 813; March, 1944, p. 359) to April 1, 1946.

Manufacturing: Metal Products

GARAGE AND SERVICE STATION EMPLOYEES, SHERBROOKE

A correction in the wording of the Order in Council (L.G., March, 1945, p. 349), was published in the *Quebec Official Gazette*, March 10, but does not affect the summary already given.

Construction

BUILDING TRADES, HULL

An Order in Council, dated March 10, and gazetted March 17, amends the previous Orders in Council for this industry (L.G., May, 1943, p. 639 and previous issues as therein mentioned) by providing for a new wage scale, as follows:

Trades	Hourly rates		
	I	II	III
Bricklayers	\$1.15	\$0.85	\$0.45
Masons	1.15	0.85	0.45
Carpenters, joiners and millrights	0.95	0.70	0.45
Screen (wood or metal), sash, window, steel partition erectors	0.95	0.70	0.45
Weatherstrippers	0.95	0.70	0.45
Plasterers	1.05	0.70	0.45
Stone cutters	0.95	0.80	0.45
Painters—			
decorators and glaziers	0.85	0.60	0.45
pneumatic machine ...	0.95	0.70	0.45
Labourers, common workers	0.55	0.40	0.30
Specialized workers	0.60	0.45	0.30
Asbestos layers	0.65	0.55	0.40
Electricians	0.75	0.60	0.45
Caulkers	0.50	0.40	0.30
Cement finishers	0.70	0.55	0.40
Freight elevator operators	0.75	0.60	0.45
Steam mixer operators....	0.70	0.55	0.40
Compressor operators	0.70	0.55	0.40
Gasoline mixer operators..	0.70	0.55	0.40
Firemen (construction) ...	0.70	0.55	0.40
Lathers (wood)	0.70	0.60	0.40
Lathers (metal)	0.80	0.65	0.45
Marble layers	0.85	0.70	0.45
Ornamental iron workers..	0.70	0.60	0.45
Roofers—			
(slate and tile).....	0.75	0.55	0.40
(composition)	0.75	0.45	0.35
Mastic floor layers.....	0.70	0.55	0.40
Mastic floor finishers....	0.55	0.45	0.35
Kettlemen	0.60	0.50	0.40
Tinsmith (erection)	1.00	0.55	0.40
Terazzo layers	0.65	0.55	0.40
Tile layers	0.75	0.60	0.45

Trades	Hourly rates		
	I	II	III
Terrazzo polishing machine operators (dry polishing)	\$0.60	\$0.50	\$0.40
Terrazzo polishing machine operators (wet polishing)	0.55	0.45	0.35
Drillers and breakers.....	0.65	0.55	0.40
Riggers	0.65	0.55	0.45
Concrete steel or rod reinforcing workers....	0.65	0.55	0.40

In structural steel, tank and plate work and steam generator—mechanics \$1 per hour, painters (structural iron) 85 cents, helpers in these trades 75 cents, installation of portable tanks and boilers not less than two tons, 70 cents.

Service: Professional

EMPLOYEES OF RELIGIOUS INSTITUTIONS, ST. HYACINTHE

An Order in Council, dated March 10, and gazetted March 17, changes the previous Order in Council for this industry (L.G., March, 1945, p. 350. This amendment does not affect the summary already given.

Service: Business and Personal

TRADE AND OFFICE EMPLOYEES, ARVIDA, JONQUIÈRE, KÉNOGAMI AND ST. JOSEPH D'ALMA

An Order in Council, dated March 10, and gazetted March 17, makes obligatory the terms of a new agreement between L'Association des Marchands détaillants de Jonquière et Kénogami, Inc. and Le Syndicat national catholique des Commis et Comptables de Jonquière, Inc., Le Syndicat national des Commis et Comptables de St. Joseph d'Alma, Le Syndicat interprofessionnel féminin de Jonquière, Le Syndicat national catholique des Commis et Comptables masculins et féminins de Kénogami, Inc., Le Syndicat national des Employés du Commerce d'Arvida, Inc., and L'Association des Marchands détaillants de Jonquière et Kénogami, Inc. Agreement to be in effect from March 17, 1945, to March 16, 1946, and thereafter from year to year until 30 days' notice. This decree applies

to any person, partnership, corporation, municipal and school corporation, financial, industrial, and commercial establishment, professional mens' offices, all notaries', lawyers', physicians', agencies' offices, etc., excluding insurance companies, banking concerns, and establishments under other collective agreement, railway employees and employees of the pulp and paper industry.

Hours: 48 per week in industrial establishments and in professional men's offices; 44-hour week in financial establishments; 51-hour week in commercial establishments; 60-hour week for employees in hotels, restaurants, cafes, gasoline stations and concerns exclusively engaged in the transport by truck. Overtime is payable at time and one-half starting from the second hour worked in any day or week over the regular hours. Holidays are to be kept and employees to be paid for them.

Wages in retail commercial establishments: superintendent \$50 per week; manager \$46; assistant manager \$30 (male), \$23 (female); accountants, bookkeepers, \$25; assistant accountants, assistant bookkeepers, stenographers, typists from \$8.50 during first year to \$16 during third year; cashiers \$15.50 and \$16, clerks from \$8.50 in first year to \$26 after 8 years for males and to \$16.50 for females; delivery men from \$10 to \$26; bicycle delivery \$8.50; commission agents from \$10.50 to \$21.

Wages in commercial establishments (other than retail): superintendent \$50; manager \$45; assistant manager \$36; accountants, bookkeepers \$26; assistant-accountant, cashier \$20; clerks from \$10.50 during first year to \$20 after four years for males and \$15.50 for females; delivery men \$25, helpers \$10.

Wages in financial institutions, industrial establishments, municipal or school corporations: manager, chief-accountant, etc. \$46; assistants \$38.50; accountant cashier \$36; book-keeper, collector, meter-reader \$31; clerk, stenographer, typist \$26; secretary-treasurer of rural municipalities \$21; junior clerk, stenographer, typist from \$10.50 to \$28 after five years for males, \$18.50 after three years for females. Wages of office employees in professional men's offices from \$8.50 to \$16 after three years for males, \$11.50 for females. Vacation: one week with pay after one year's service.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the upgrading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans' Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to February 28, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training for Industry.....	252,583
Army Tradesmen	47,398
Navy Tradesmen	8,897
R.C.A.F. Tradesmen	65,204
Rehabilitation (discharged persons from the forces).....	8,049
Students	7,585
Total	389,716

There has been a further decrease in enrolment for the classes for Army tradesmen and for Navy tradesmen, and also in the various types of training being done for war industries, either in pre-employment schools or plant schools. The demand for the streamlined courses in supervisory training, on the other hand, is increasing throughout the country, and during the month of February 2,747 foremen and supervisors attended one or more courses of this kind.

Enrolment of men and women discharged from the forces, for vocational rehabilitation training continued to show a substantial increase, with 3,210 shown as under training at the end of February. Several new training centres for rehabilitation work have been opened, including commercial schools in British Columbia, Saskatchewan and Ontario.

The plan of providing training on the job in industrial shops and establishments is working very satisfactorily, and up to the present, practically no complaints have been received, either from employers or trainees.

Discussions have taken place with Provincial Apprenticeship authorities to obtain credit for veterans with some trade experience, acquired either prior to enlistment or in the forces, and who wish to enter a trade designated under the Provincial Apprenticeship Act. The greatest of co-operation is being extended by the provincial authorities, and assurance is given that generous trade credits will be awarded.

TABLE NO. 1—PRE-EMPLOYMENT TRAINING IN VOCATIONAL SCHOOLS

(Subject to Revision)	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/44 to Feb. 28/45	At First of February	Enrolled in February	At End of February	From April 1/44 to Feb. 28/45	(2) In February
<i>Dominion Summary</i>						
Pre-Employment.....	Men 2,746	525	141	470	1,884	171
	Women 1,156	172	69	162	871	69
Part-Time Classes (1).....	Men 2,001	623	79	563		
	Women 758	181	19	126		
Total.....	6,661	1,501	308	1,321	2,755	240

TABLE NO. 2—TRAINING FOR THE ARMED FORCES IN VOCATIONAL SCHOOLS

(Subject to Revision)	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/44 to Feb. 28/45	At First of February	Enrolled in February	At End of February	From April 1/44 to Feb. 28/45	In February
<i>Dominion Summary</i>						
R.C.A.F. Classes.....	5,409	6	1	3	4,904	
Army Classes.....	9,454	1,759	342	1,534	7,203	515
Navy Classes.....	2,141	520	4	345	1,717	174
Total.....	17,004	2,285	347	1,882	13,824	689

TABLE NO. 3—TRAINING IN INDUSTRY

(Subject to Revision)	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED BEFORE COMPLETION	
	From April 1/44 to Feb. 28/45	At First of February	Enrolled in February	At End of February	From April 1/44 to Feb. 28/45	In February	From April 1/44 to Feb. 28/45	In February
<i>Dominion Summary</i>								
Plant Schools.....	Men 3,577	225	148	258	2,510	94	182	3
	Women 5,520	294	186	256	4,480	182	129	
Part-Time.....	Men 1,859	410	91	377	1,274	41	72	64
	Women 292	31	5	33	259	3		
Total.....	11,248	960	430	924	8,523	320	383	67

(1) Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to February 28, 1945 were not so reported until after February 1, 1945.

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO FEBRUARY 28, 1945 (Subject to Revision)

	NUMBERS IN TRAINING			PLACEMENTS AND WITHDRAWALS FROM REHABILITATION CLASSES			
	From April 1/44 to Feb. 28/45	Enrolled in February	At End of February	Placed in Employment		Trained but not Reported Placed	Left before Training Completed
				From April 1/44 to Feb. 28/45	(1) In February		
Dominion Summary							
In Schools	Men.....	713	2,169	768	88	79	727
	Women.....	137	523	180	15	44	202
In Industry	Men.....	158	499	294	31	9	255
	Women.....	6	19	9			10
Total.....		1,014	3,210	1,251	134	132	1,194
Prince Edward Island							
In Schools	Men.....	5	20				
	Women.....	1	2				
In Industry	Men.....	2	8				
	Women.....						
Total.....		8	30				
Nova Scotia							
In Schools	Men.....	21	53	20	4		10
	Women.....	1	4				1
In Industry	Men.....		5	2	1		3
	Women.....	1	1				
Total.....		23	63	22	5		14
New Brunswick							
In Schools	Men.....	13	78	15	1	3	31
	Women.....	2	6				
In Industry	Men.....	1	12	3			4
	Women.....						
Total.....		16	96	18	1	3	35
Quebec							
In Schools	Men.....	58	295	124	6	24	148
	Women.....	14	71	36	2	21	33
In Industry	Men.....	15	50	119	7	2	26
	Women.....	1	4	1			1
Total.....		88	420	280	15	47	208
Ontario							
In Schools	Men.....	304	813	160	24	19	179
	Women.....	31	122	32	3	6	57
In Industry	Men.....	76	204	73	7	1	89
	Women.....		1	4			2
Total.....		411	1,140	269	34	26	327
Manitoba							
In Schools	Men.....	45	170	84	5	11	55
	Women.....	14	76	26	1	11	33
In Industry	Men.....	5	33	18	1		30
	Women.....		2	1			1
Total.....		64	281	129	7	22	119
Saskatchewan							
In Schools	Men.....	70	184	94	15	3	36
	Women.....	21	44	21	1		10
In Industry	Men.....	9	38	17	4		8
	Women.....		1				
Total.....		100	267	132	20	3	51
Alberta							
In Schools	Men.....	99	276	169	14	4	114
	Women.....	17	97	36	5	1	33
In Industry	Men.....	28	63	39	5	1	31
	Women.....	4	4	2			4
Total.....		148	440	246	24	6	182
British Columbia							
In Schools	Men.....	98	280	102	19	15	154
	Women.....	36	101	29	3	5	35
In Industry	Men.....	22	86	23	6	6	67
	Women.....		6	1			2
Total.....		156	473	155	28	25	258

(1) Includes graduates from previous month's classes who were not reported placed until after February 1, 1945.

Training for Post-War Employment

Conference of Vocational Training Advisory Council

THE Vocational Training Advisory Council provided under the Vocational Training Co-ordination Act, 1942 (L.G., 1942, p. 921), held its fifth meeting in the Senate Banking Committee Room, House of Commons, Ottawa, March 6 to 8, 1945. In the unavoidable temporary absence of Dr. G. F. McNally, Chairman of the Council, Dr. F. H. Sexton presided at the opening session.

Deputy Minister Addresses Council

Dr. A. MacNamara, Deputy Minister of Labour, in extending a welcome to the members of the Council pointed out that the Department of Labour has had a considerable degree of success in using Boards, whose functions were to advise the Government on various phases of the Department's activities. "This Council has proven its value in developing projects for men and women in the armed services and in industry," he stated. It was his opinion that Vocational Training would increase in importance, as the task of re-establishing so many ex-service men and women and war workers in other occupations in the post-war period will be a heavy one. Provision for the teaching of many new skills will be a responsibility of the Vocational Training Branch of the Department of Labour. The Branch is working in conjunction with the several provincial governments, to see that ex-service men and women have opportunities to acquire skills "by which they can support themselves in decency and good living."

Veterans' Credits in Industry and in Universities

Squadron Leader Glintz of the R.C.A.F. and Captain Harcourt of the Army appeared before the Council in connection with credits allowed by the Universities and in industrial occupations to the men in their respective armed services. The former stated that the Air Force was concerned about the evaluation of many of their technical trade courses in terms of requirements, either at the engineering level at universities, or on technical school matriculation and apprenticeship. Squadron Leader Glintz stated that the Ontario Department of Education had appointed representatives to investigate this matter and he desired to know if the other provinces would accept Ontario's evaluation of the Air Force courses. Captain Harcourt spoke on behalf of army personnel who had been trained in radar, and those in the Canadian Technical Training Corps.

Assurances were given by the Council that the points raised by the officers would be given sympathetic consideration. Members of the committee referred, however, to the difficulties in the way of making hard and fast general rules, as the granting of credits would have to be done on the basis of the individual's attainment. It was also pointed out that frequent changes in the syllabi of the technical courses in all Services added to the difficulties. In a subsequent discussion on the question of veterans' credits it was disclosed that the Deputy Minister of Labour was "strongly of the opinion that a uniform system of credits should be established." It was pointed out that the variations in academic and trade standards in the several provinces would make the establishment of a uniform standard very difficult. A committee of the Council was named to "advise the Deputy Minister of Labour concerning the best method of dealing with the situation and to co-operate with the Inter-Departmental Committee on Rehabilitation concerning credits for veterans."

Director's Report

The Director of Vocational Training, Mr. R. F. Thompson, in a progress report on the work of the Training Branch stated that:

(1) The Dominion-Provincial agreements on Youth Training and on War Emergency Training would normally expire on March 31, 1945, but that all of the provinces had expressed willingness to have both agreements renewed.

(2) In accordance with recommendations at a previous meeting of the Council, arrangements had been completed for the exemption from income taxes of training allowances made by the Department of Veterans Affairs.

(3) All the provinces had expressed a willingness to co-operate in the establishment of pre-matriculation classes under the several Departments of Education, for the benefit of veterans, and that such classes had been started in the Maritime provinces, Ontario and the Western provinces. There had been already a substantial enrolment in these classes in Ontario.

(4) The pre-employment classes for industry, except in a few instances, such as those for stenographers in the War Departments in Ottawa, and those for butter and cheese makers and egg graders in some of the provinces, had been discontinued.

(5) Approval had been given for the establishment of a total of 151 plant schools, 26 of which were still in operation at the end of January. Several of these were in the textile industry in Quebec, and those in the coal mining areas of Cape Breton were meeting with an increasingly favourable response from both the mine operators and the unions.

(6) The Supervisory Training program was expanding rapidly, and favourable results had been reported by many industries. Interest was being shown by many large companies, notably the Oil and the Railway companies. A beginning had been made in both eastern and western Canada in Job Safety Training. In some provinces it has been difficult to obtain qualified instructors.

(7) Training for the R.C.A.F. had been discontinued and was being carried on for the Navy and Army on a reduced scale.

(8) It was anticipated that Youth Training projects would expand, especially for rural young people. Up to the end of February, 1945, 7,585 students had been given assistance under the Student Aid Schedule of the joint Dominion-Provincial agreements. Special assistance to first year students in science and engineering had been discontinued.

(9) Apprenticeship agreements had been completed with all but two of the provinces, and hope was expressed that an agreement would soon be completed with at least one of these. Progress had varied in the several provinces under the agreements.

(10) The number enrolled for rehabilitation training, although comparatively small as yet, was increasing. Commercial training was perhaps unduly popular, and it was felt that counsellors might govern their technique accordingly, in order to avoid over-crowding in that field.

(11) "Training on the job has been going on very satisfactorily. Employers have shown the greatest degree of interest and co-operation." A revised edition of the Bulletin on Vocational Training for Ex-service Personnel had been issued, and some 4,000 of these had been distributed to educational and personnel selection officers in the armed services and the Department of Veterans Affairs and Labour.

(12) From the inception of the program to January 31, 1945, there had been a gross enrolment of 385,090 in the various types of projects sponsored by the Branch. "The total Dominion expenditure for this training up to December 31, 1944, had been approximately \$22,750,000.

The discussion following the presentation of the Director's report revealed among other

things, that (1) the Supervisor of Women's Training, when appointed, would be responsible for the training of all ex-service women, under the general supervision of the Director of Training; (2) the training of textile workers was to a large extent confined to power sewing, weaving, spinning and a few other specialized operations; (3) the need was recognized for a closer liaison between occupational counselling in the Armed Services and that given by the Department of Veterans Affairs, following discharge. (It was suggested that this might be done most effectively on the Regional level, by National Selective Service and Department of Veterans Affairs counsellors. Brigadier Lyon, who had recently been appointed to the staff of the C.V.T. Branch as Superintendent of Rehabilitation Training, would act as a liaison with National Selective Service and the Department of Veterans Affairs); (4) instruction in the trades should be given by competent teachers.

Training of Women

Mrs. E. D. Hardy, President of the National Council of Women, in a succinct report on the training of women, expressed the concern of the National Council that only a very small percentage of ex-service women were intending to take up domestic service after the war. She considered that there should be some way of bringing household workers under Government control through social security measures, in order to establish some standard of wages and hours. If that can be accomplished, she continued, the National Council "intends to make every effort to influence public opinion, so that the employer class will realize their responsibilities," as it was felt that employers had made this type of work undesirable to most women.

Mrs. Hardy pleaded the cause of war widows. In spite of the pensions they would receive, many will have to find employment, and training courses should be made available for them. She contended that this also applied to men in the services who, through no fault of their own, had not been given an opportunity to go overseas.

The Vocational Training Advisory Council formally went on record as "whole heartedly supporting the National Council of Women in bringing to the attention of employers of household employees . . . the necessity for improvement in the social and economic status of the occupation, and that the members of the Council through their personal affiliations with church, club, trade union, and educational groups, advocate active support of the above principles."

Mrs. Rex Eaton, Associate Director of Selective Service for Women, in speaking on employment opportunities for women, declared there was a growing concern among women as to their rights in employment. This was more notably the case with women who were beyond the normal age for getting married. She was of the opinion that many women in wartime industries would want to continue their work after the war. Further training would be necessary, as the demand would be only for trained workers, she declared.

Supervisory Training

Mr. J. H. Doige, Assistant Director of Vocational Training, stated that there was a continuing interest by Canadian industry in the training of foremen and supervisors. Judging by comments and reports received at the Regional offices, excellent results were obtained from the use of the "J" courses,* he said. Greater use could be made of these but for the shortage of instructors who possessed essential qualifications. This condition was particularly acute in Ontario and Quebec. Mr. Doige reported that the new "Job Safety Course" was being received with increasing favour as its practical application became more evident. He stated that "in British Columbia over 100 applications were received for this training before the first Institute was held to qualify Conference leaders to train industrial staffs." Industry in general is becoming increasingly aware of the benefits to be derived from organized training, from management down, in order to make the best use of the manpower, machinery and materials available, Mr. Doige stated.

Co-operation With Unions

The Director, Mr. R. F. Thompson, stated that the success of Vocational Training depended to a large extent on the co-operation given to it by employers and unions, particularly in the more highly organized trades. In view of this he urged that "extensive use should be made of joint trade Advisory Committees." The Director was of the opinion that some unions were apprehensive the training of veterans in their specific trades might result in over-crowding. It was desirable, therefore, that there should be reasonable prospects of employment before training was undertaken in any line. It was suggested that the problem be discussed frankly with particular groups of employers and officials of the unions concerned, without prejudice to the placement of veterans. Mr. Thompson

also reported certain difficulties in obtaining qualified instructors in the organized trades. Frequently the unions demanded that the instructors should be union men, while the veterans insisted on the appointment of veterans. Competent instructors must be expert tradesmen, preferably with teaching experience, he said.

Apprenticeship

The Director reported that progress, during the initial year of the apprenticeship agreement, had been slow owing to the necessity of establishing administrative machinery, apprenticeship boards and trade committees. "This stage has been pretty well completed in most provinces, particularly Manitoba and New Brunswick and development should be more rapid from now on," he said. Apprenticeship Acts had been passed recently in Alberta, Saskatchewan and New Brunswick and one would probably be passed in Quebec in the near future. He stated that satisfactory arrangements had been made with some provinces, and were being made in others, to grant credits to veterans. In discussing the matter of credits, the necessity was stressed of having "a uniform standard of attainment for each year of apprenticeship in each trade, which should set out clearly the skills and knowledges" required. It was indicated that this would be taken up at an informal conference on apprenticeship to be held in the autumn.

Regional Directors reported awakened interest in apprenticeship training and that satisfactory progress was being made, notably in the building trades.

Sub-committee on Apprenticeship:—Mr. E. R. Complin reported for the sub-committee, appointed at a previous meeting of the Council "to interest employers . . . in a bona fide system of apprenticeship" in trades and skills other than those specifically set out in schedules under provincial Apprenticeship Acts.

The sub-committee found that "employers are not at this time concerned about . . . the training and development of future staffs." Instead, employers felt that "the more important problem will be the re-assimilation of former employees returning from the Armed Forces. Mr. Complin pointed out that this does not apply to employers in the construction industry, "because of the organized approach already underway in that industry."

The sub-committee was of the opinion that such an appeal to employers, when made, should be issued by the Minister or Deputy Minister of Labour in the form of a letter to individual employers, accompanied by a comprehensive list of skills for which apprentice-

* "J" Courses include: "Job instruction", "Job relations", "Job methods" and "Job safety".

ship is advocated. Another letter should then be sent to employer organizations requesting them to set up active committees (which should include representatives of employees) to promote apprenticeship projects in their respective industries. In addition, Mr. Compilin stated, the active support of the unions should be secured.

Youth Training and Employment

Mr. F. G. Patten, of the Canadian Youth Commission outlined some of the main features of the report of the Commission's sub-committee on "Employment and Training of Canadian Youth."

It was pointed out in the report that Canadian employment and prosperity were largely dependent on world trade and also to a large extent on economic conditions in the United States. Another difficulty mentioned in the way of full employment arose from the constitutional allocation of rights and responsibilities between the Dominion and the Provinces. Mr. Patten enumerated two specific lessons that he considered had been learned during the war years: (1) A larger volume of government spending than what took place during the depression years would not have endangered Canadian economy; (2) the necessity for the control of foreign exchange and credit.

He asserted that "in the transition period there must be a recognition of the important part played by private enterprise" and that "this will probably need governmental assistance in some fields." At least some wartime controls must be continued, he stated, and the Employment Service will become increasingly important in placing workers in suitable jobs. He claimed further, that there will have to be a large reserve of public investment and a "need for maintaining a high level of spending." In the opinion of the sub-committee on employment of the C.Y.C. there will have to be "some regulation of capital investment, and the Government itself must be prepared to make expenditures in public utilities."

Mr. Patten reported that "the Canadian Youth Commission recommend a one-year period of national service for all youth, but not necessarily in the Armed Forces." The Commission was also of the opinion, he said, "that there must be an increase in Canada's export trade and at the same time a high level of domestic consumption must be maintained."

Department of Veterans Affairs

Mr. A. W. Crawford of the Department of Veterans Affairs in a brief but comprehensive

statement described the administrative set-up of that Department and the facilities it provided for the rehabilitation of ex-service personnel. He stated that a sub-committee of the District Boards would deal with training, and work closely with representatives of C.V.T. The number of Counsellors was being increased rapidly, and training courses lasting three weeks were being conducted for them. Mr. Crawford stressed the need for the closest co-operation between the three armed services and the Dominion and Provincial Departments concerned, in order to attain the success of the rehabilitation program. He said that the Department of Veterans Affairs was establishing centres in the larger cities to which discharged persons could go for assistance and advice. He drew attention to the function of the Re-establishment Credit as an alternate method of rehabilitation for those veterans who did not require training or assistance under the Veterans' Land Act, but preferred to undertake business projects on their own account.

Reports of Regional Directors

Brief reports were presented to the Council by the Regional Directors representing each of the nine provinces, in which they sketched the status of rehabilitation work and some of the problems and difficulties peculiar to their respective areas.

Equipment for Training

Mr. W. J. Gough, Procurement Officer, Canadian Vocational Training, told of the procedure that had been adopted in procuring equipment and tools for rehabilitation training. Steps had been taken to obtain needed material from surplus Dominion-owned stocks and from Government-owned wartime industries. Some would probably be secured on loan, subject to return immediately should it be needed. Typewriters and business machines were not then obtainable. However, in the opinion of some members of Council too many were applying for commercial training, and therefore, the need for such machines was not so urgent, as for tradesmen's tools, for example.

Attendance at Conference

Members of the Advisory Council who were present were: Dr. G. F. McNally, Deputy Minister of Education, Alberta (Chairman); Representatives of Employers, E. R. Compilin, Montreal, and C. B. C. Scott, Toronto; Representatives of Employees, D. S. Lyons, Montreal and A. Begin, Montreal; Representatives of Technical Education, Lt. Col. Fairey, Vic-

toria, F. S. Rutherford, Halifax, Dr. F. H. Sexton, Halifax; Representatives of Women, Mrs. E. D. Hardy, Ottawa, and Miss B. Oxner, Saskatoon; Representative of Agriculture, N. C. MacKay, Winnipeg; Representative of War Veterans, J. C. Herwig, Ottawa; Representative of Adult Education, J. Bruchesi, Quebec.

Among others present were: Dr. A. MacNamara, Deputy Minister of Labour, Ottawa; O. C. White, A. W. Crawford and Dr. Olive Russell, Department of Veterans Affairs; Mrs. Rex Eaton, National Selective Service; F.

Patten, Canadian Youth Commission; Lt.-Col. C. A. Choate, National Defence (Army); Capt. Harcourt, National Defence (Army); S/L Glintz, National Defence (Air); W. J. Gough, Canadian Vocational Training, R. F. Thompson, Director of Vocational Training and J. H. Doige, Assistant Director of Vocational Training.

The Vocational Training Advisory Council decided to hold its next meeting in October, at a date to be decided by the Director and the Chairman.

New Agreements With Provinces Under Vocational Training Co-ordination Act, 1942

Orders in Council Covering Post-War Vocational Training on Level Equivalent to that of Secondary Schools and also for Those Entering Gainful Employment

DURING the past month, the Minister of Labour, Hon. Humphrey Mitchell, announced the adoption of two Orders in Council dealing with Canadian Vocational Training. The first (P.C. 1648) gives authority under section four of the Vocational Training Co-ordination Act, 1942 (L.G. 1942, p. 921) to enter into an agreement with each of the provinces and to provide financial assistance for the development of vocational training on a level equivalent to that of secondary schools. Such agreements will be made applicable for a period of ten years commencing with the fiscal year ending March 31, 1946. This not only virtually extends the agreements which terminated at the first of the present fiscal year, but makes possible the expansion of existing vocational facilities throughout the country.

In many ways the Order parallels the Technical Education Act of 1919 and it is expected that it should be of material assistance in equalizing opportunities for vocational education throughout Canada. "Vocational", in the sense used in the Order in Council, includes not only the manufacturing, commercial and other secondary industries, but also the primary industries such as agriculture, forestry, mining and fishing. Provision is made for substantial annual cash contributions by the Dominion to the provinces entering into the agreements, in proportion to the number of young persons from 15 to 19 years of age in the respective provinces as determined by the census of 1941 and, as well, taking into consideration the provinces' ability to pay.

The second Order in Council (P.C. 1388) authorizes the Minister to enter into agreements with any province for a term not to exceed three years to provide training to fit for gainful employment such persons as are directed by the Unemployment Insurance Commission. This will include persons released from war industries and other occupations and shall not be restricted to persons in receipt of unemployment insurance benefit. Men and women discharged from the armed forces shall be given preference in regard to both the accommodation used and the hours of training. The major portion of the cost of the training under Order P.C. 1388 will be assumed by the Dominion.

The texts of the two Orders in Council follow:

Text of P.C. 1648

Whereas the Minister of Labour reports that, by reason of the war, it is advisable for the security, defence, peace, order and welfare of Canada, that the Minister of Labour be authorized, notwithstanding subsection two of section four of The Vocational Training Co-ordination Act, 1942, to enter into agreements with the various provinces under section four of the said Act to provide financial assistance for the development and carrying on after the present war of vocational training on a level equivalent to secondary school level under which the percentage of the cost of the vocational training project to be paid to the respective provinces exceeds the percentage of such costs contributed by the provinces;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act, is pleased to authorize and doth hereby authorize the Minister of Labour, notwithstanding the provisions of sub-

section two of section four of The Vocational Training Co-ordination Act, 1942, to enter into an agreement under subsection one of section four of The Vocational Training Co-ordination Act, 1942, with each of the provinces providing for financial assistance for the development and carrying on after the present war of vocational training on a level equivalent to secondary school level, and containing

- (a) a provision by which the agreement will be made applicable in respect of a period of ten years commencing with the fiscal year ending March 31, 1946;
- (b) a provision for an annual grant to the province equal to an amount subscribed by the province for similar purposes but not exceeding an amount that is that proportion of \$1,915,000 which the number of people in the province of the ages of fifteen to nineteen years inclusive as shown in the last Dominion decennial census bears to the number of people in all nine provinces of the said ages as shown in the said census;
- (c) a provision for an annual grant to the province of \$10,000 in the case of each of the provinces except Prince Edward Island and of \$5,000 in the case of Prince Edward Island;
- (d) a provision under which the maximum grant payable under a provision described in paragraphs (b) and (c) in respect of any year is increased by the difference between the maximum amount payable in respect of the previous year for capital expenditures and the amount actually paid in respect of the previous year for capital expenditures;
- (e) a provision for a grant to the province for capital expenditures to be made by the province between the first of April, nineteen hundred and forty-five and the thirty-first of March, nineteen hundred and forty-eight for buildings, alterations or additions to buildings and equipment to provide additional vocational training facilities in the province equal to an amount subscribed by the province for similar purposes but not exceeding an amount that is that proportion of \$10,000,000 which the number of people in the province of the ages of fifteen to nineteen years inclusive as shown in the last Dominion decennial census bears to the number of people in all nine provinces of the said ages as shown in the said census (not less than one-half of the grant to be used for vocational training equipment);
- (f) a provision that the buildings and equipment towards the cost of which Canada makes a grant under a provision described by paragraph (e) shall be made available until the thirty-first of March, nineteen hundred and forty-eight for the re-habilitation and training of war veterans and civilian workers in war industries if so required by the Minister of Labour and that until such time such use of the said buildings and equipment shall have priority over other uses;
- (g) a provision adequately protecting provincial autonomy in vocational education and in the control of the administration of vocational schools;

- (h) a provision that the grants made by Canada under the agreement may be used in or in respect of publicly owned vocational schools (but not in schools operated or controlled by religious bodies or private corporations or individuals) for the payment of:
 - (i) the cost of erecting buildings (but not of the land on which they are erected) and additions or alterations to existing buildings used or to be used for vocational training;
 - (ii) salaries and travelling expenses of provincial administrative and supervisory vocational staff;
 - (iii) cost of vocational instruction and vocational guidance in schools;
 - (iv) salaries of vocational teachers but not salaries of caretakers or office or secretarial help;
 - (v) cost of light, heat and power but not taxes or insurance;
 - (vi) cost of machinery, equipment, hand tools, vocational supplies and materials;
 - (vii) bursaries for students attending vocational schools;
 - (viii) the cost of preparation of vocational correspondence courses;
 - (ix) the cost of training vocational school teachers; and
 - (x) the cost of maintenance and repair of plant and equipment used for vocational training purposes.
- (i) a provision that projects undertaken under the agreement may include classes in the day or evening occupying either a normal school day or part thereof and correspondence courses of grade nine standing or higher;
- (j) an agreement by the province to submit to the Minister of Labour a list of projects for which the grants are to be used with such further information as he may require;
- (k) a provision that all plans of new buildings shall be forwarded to the Minister of Labour certified by the appropriate provincial officer but shall not require his approval; and
- (l) a provision that the province will make reports in such form, containing such material and at such times of things done under the agreement as the Minister of Labour may from time to time require;

and such other provisions and agreements by the parties not inconsistent with the foregoing as the Minister of Labour considers advisable.

Text of P.C. 1388

Whereas by subsection one of section four of The Vocational Training Co-ordination Act, 1942, the Minister of Labour is authorized with the approval of the Governor in Council to enter into an agreement covering any period with any province to provide financial assistance for projects to provide vocational training to fit for gainful employment persons directed by the Unemployment Insurance Commission to attend a course of training pursuant to section twenty-eight of The Unemployment Insurance Act, 1940;

And whereas the Minister of Labour reports that it is considered necessary to make provision at this time for such vocational training so that the same may be available as required for workers released from war industries and other occupations, for the purpose aforesaid;

That provision for vocational training as aforesaid by agreement with the provinces has been recommended by the Vocational Training Advisory Council established under The Vocational Training Co-ordination Act 1942 and by the Unemployment Insurance Commission; and

That the provincial governments, by correspondence with the responsible Minister therein, have expressed willingness to co-operate with the Minister of Labour in carrying out such projects for vocational training subject to a reasonable division of the costs thereof between the Government of Canada and the Government of the province;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of subsection one of section four of The Vocational Training Co-ordination Act, 1942, is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, "vocational training" has the same meaning as in The Vocational Training Co-ordination Act, 1942.

2. The Minister of Labour is hereby authorized to enter into an agreement under subsection one of section four of The Vocational Training Co-ordination Act, 1942, with each of the provinces that will provide for financial assistance for vocational training to fit for gainful employment persons directed by the Unemployment Insurance Commission for such training including persons released from war industries and other occupations and that will contain the following provisions:—

- (a) That persons eligible for vocational training thereunder shall be men or women over sixteen years of age referred for such training by the Unemployment Insurance Commission but such referrals shall not be restricted to persons in receipt of unemployment insurance benefit;
- (b) That training may be given in industrial or commercial establishments, or in pre-employment training centres or vocational training schools either on a full time or part time basis and utilizing existing facilities so far as such are available;
- (c) That where use is made of facilities in schools conducted by a municipality, fair rentals for such accommodation may be paid but no rentals shall be paid for facilities in any school or training centre operated or controlled by either the Government of Canada (hereinafter referred to as "the Dominion") or the province;
- (d) That training shall be given for those occupations in which there are the best prospects for immediate employment;

- (e) That training given to apprentices in trades designated under a provincial Apprenticeship Act or its equivalent shall be given under the terms of the Dominion-Provincial Apprenticeship Agreement approved by the Governor in Council under the authority of Order in Council P.C. 8993 of January 21, 1944, and shall not be provided under the agreement;
- (f) That training in office and commercial work, as for example stenography and bookkeeping, will be restricted to refresher courses for persons previously employed in such occupations;
- (g) That training pursuant to the agreement shall be given without regard to the provincial or municipal residence of the trainee;
- (h) That where training under the agreement is given in a school or training centre used for the training of men or women discharged from the Armed Forces of Canada such discharged persons shall have the preference in regard to both the accommodation used and the hours of training;
- (i) That where training under the agreement is given in an industrial or commercial establishment, such training shall, with respect to employees in the establishment, be restricted to new employees requiring training for their employment and approved for training pursuant to paragraph (a) above but nothing in the foregoing shall preclude the training in the establishment of other persons approved for training pursuant to the said paragraph (a) above;
- (j) That the costs of training given under the agreement shall be allocated between the Dominion and the province as follows:
 - (i) The Dominion shall pay all costs of living allowances provided for trainees during the training period at such rates and including such items as are approved by the Governor in Council;
 - (ii) Expenditures for the purchase of capital equipment shall be shared equally between the Dominion and the province, and such equipment so purchased shall become the property of the province when no longer required for training under The Vocational Training Co-ordination Act, 1942, but in the meantime shall be the joint property of the Dominion and the province;
 - (iii) All other expenditures shall be divided on the basis of the Dominion paying sixty per cent thereof and the province paying forty per cent thereof;

and such other provisions and agreements by the parties not inconsistent with the foregoing as the Minister of Labour considers advisable.

3. The term of agreement entered into by the Minister of Labour with any province pursuant to this Order shall not exceed a term of three years from April 1, 1945.

Co-ordination of Vocational Guidance Work

Scope of Inquiry of Special Placements Division

ACTING on the recommendation of Mr. Arthur MacNamara, Deputy Minister of Labour, and with the concurrence of Mr. Allan Mitchell, Director of the Employment Service and Unemployment Insurance Branch, officials of the Unemployment Insurance Commission recently conducted an inquiry to ascertain the possibility of co-ordinating the vocational guidance plans of educational institutions and the Special Placements Division of the Employment Service Branch. During January and February of this year, the Provincial Departments of Education and the Universities were visited, and conferences held with various departmental heads, particularly those active in Vocational Guidance and Employment Psychology.

Purpose of the Inquiry

(a) *In the Schools:* The Special Placements Sections in the Employment and Selective Service offices provide special facilities for placing youths and others requiring selective placements. There has been a fine spirit of co-operation between the schools and the local offices. Conferences held with senior officials of the Departments of Education laid a basis for the maintenance and development of this co-operation in order to ensure the most effective placement of students and others in employment suited to their skills and attainments. Cumulative records compiled by the schools are of great value as an aid in this service. It is hoped that the schools will make available to officers of the Special Placements Sections such information from students' cumulative records as may be relevant to the occupational potentiality of individual students.

The schools require occupational data relating to trends, demands, requirements, and opportunities. They are anticipating that the Special Placements Division will be able to prepare these, and make them available as a

basis for direction to studies and training suited to the aptitudes, interests, ambition, and skills of the individual student.

(b) *In the Universities:* In addition to the topics discussed with the schools, the question of training courses for certain of the personnel in Special Placements Sections was presented to the Universities. As a result of these conferences, it is expected that Universities will organize special courses in Vocational Guidance, Job Analysis, Personnel Psychology, Aptitude Testing and Statistics of Measurement. These will be conducted as Extension Courses, and will be offered during evenings, for the convenience of officers in the Special Placements Sections. It is anticipated that these courses will also prove attractive to Vocational Guidance teachers and personnel men. The co-operation of the Universities is also assured in the highly expert work of test construction and validation. Aptitude and other objective tests may have to be prepared for and administered to some applicants for employment, who are referred to the Special Placements Sections because of one or more of a variety of problems involved in their placement.

Summary: It has long been recognized that the educational institutions and the Employment and Selective Service offices have reciprocal services to offer each other to ensure that when a student appears as an applicant for employment there will be adequate data available to permit effective appraisal of his skills, aptitudes, interests, and training. One result of the conferences with the Departments of Education and the Universities has been the recognition of the need and the value of this co-operation. There appears to be unanimity of opinion as to the desirability of the closest possible co-ordination of effort for the purpose of developing a unified plan of Educational and Vocational Guidance.

Activities of Unemployment Insurance Commission

Statistical Analysis of Claims and Benefit—National and Regional Employment Committees Hold Joint Meeting—Insurance Registrations—The Fund

A TOTAL of 14,990 claims for unemployment insurance benefit were received at local offices of the Unemployment Insurance Commission during February, compared with 20,412 in January and 12,284 during February, 1944.*

Insured persons who are reporting unemployed days sign the live unemployment register once a week. This includes those who have just registered a claim, who are putting in "waiting days" and who are drawing benefit. During the last six working days in February 29,692 persons (21,706 males and 7,986 females) signed the live unemployment register compared with 27,305 persons (20,046 males and 7,259 females) during the last week of January and 16,121 persons (13,327 males and 2,794 females) during the last six working days of February, 1944.

At insurance offices, 16,988 claims were considered during February and of these 13,834 were considered entitled to benefit and 3,154 not entitled to benefit. The chief reasons for non-entitlement were: voluntarily left employment without just cause (1,156 cases); insufficient contributions while in insurable employment (1,312 cases); and discharged for misconduct (309 cases).

Persons who drew one or more benefit payments numbered 23,062 in February compared with 15,575 in January and 9,056 during February, 1944. During February of this year these persons drew a total of \$22,490 for 422,873 compensated unemployed days, as against \$546,569 for 281,193 days in January and \$301,393 for 158,455 days in February, 1944. The average duration of the unemployment compensated was, then, 18.3 days in February, 18.1 days in January and 17.5 days in February of last year. The average amount of benefit paid per beneficiary was \$35.66 in February, \$35.09 in January and \$33.28 in February, 1944. The average amount paid per compensated day of unemployment was \$1.95 in February, \$1.94 in January and \$1.90 in February, 1944.

Record Benefit Payments

Benefit payments during the month of February, 1945, amounted to \$821,052.62, the highest monthly figure of benefit payments recorded to date. This figure represents an increase of 50.5 per cent over January, 1945,

when benefit amounted to \$545,604.35 and an increase of 171.4 per cent over February, 1944 when the amount of benefit payments amounted to \$302,464.53.

The total revenue to the Fund during February amounted to \$5,634,401.14. After deducting the benefit payments made during the month, the net increase to the Fund was \$4,813,348.52.

Important Staff Changes

Effective April 1, 1945, there has been a re-assignment of executive personnel of the Employment Service and Unemployment Insurance Branch of the Department of Labour, under the direction of Mr. Allan M. Mitchell, Commissioner.

Mr. S. H. McLaren has been appointed Acting Assistant Director and Chief Executive Officer, in succession to Mr. H. F. Caloren, who resigned recently to accept a position with Research Enterprises, Limited, Toronto. Mr. R. G. Barclay, formerly Assistant Director, Insurance, was named Chief Insurance Officer and Mr. W. K. Rutherford, formerly Assistant Director, Employment, became Chief Employment Officer.

Mr. McLaren is a veteran of the First World War. He was made Chief Treasury Officer of the Unemployment Insurance Commission early in 1941 and in 1943 he became Assistant Director and subsequently Associate Director of the Mobilization Branch of the Department of Labour, which position he occupied until given his present appointment.

National and Regional Employment Committees Convene at Niagara Falls

A plan of procedure designed to promote closer and more efficient liaison between Local and Regional Employment Committees in Ontario resulted from a meeting of the National and Ontario Regional Employment Committees at Niagara Falls, Ontario, on February 28 and March 1. This meeting was the second occasion on which the National Employment Committee met in association with a Regional Committee. The first meeting of this kind took place at Regina, Sask., on December 1 and 2.

Chairman of Local Employment Committees in Ontario were invited to the Niagara Falls meeting, and an opportunity was given for the freest discussion of all problems with which

*Material in this section is supplied by Unemployment Insurance Commission and Dominion Bureau of Statistics.

Committees were faced. As Regional Employment Committees are the clearing-house for recommendations from Local Committees, it was felt by the Ontario Regional Committee that it would be well to place on record the procedure which will be followed in future in respect to these recommendations. It was decided that Local Committees will meet, if possible, early in the month, that minutes of their meetings will be summarized, that the Regional Committee will meet monthly to review these minutes, and that action will be taken on recommendations as soon as possible. Local Committees will be advised of action taken.

The joint meeting was given information in respect to reinstatement in civil employment of men and women now in the Armed Forces; progress in the field of special placements, under the Special Placements Division of the Unemployment Insurance Commission; the growing interest in vocational guidance in Canada; and veterans' placement. Statistics furnished, based on pre-discharge interviews in the three services, Army, Navy, and Air Force, showed that employment is the paramount consideration in the minds of returned men and women.

The meeting was successful in every way. Results of these joint meetings have proven most satisfactory, and it is the intention to hold similar meetings in the other Regions.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at February 28, 1945, 3,042,699 employees had paid contributions to the fund since April 1, 1944, an increase of 43,264 since January 31, 1945, and 836,943 since the commencement of the current fiscal year.

As at February 28, 1945, 145,309 employers were registered as having insurable employees, an increase of 1,203 from January 31, 1945.

Registration as at February 28, 1945, by regions, follows:

TABLE 1—REGISTRATIONS AS AT FEBRUARY 28, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,606	225,132
Quebec	40,605	918,639
Ontario	52,779	1,193,122
Prairie	26,134	432,226
Pacific	14,185	273,580
Total for Canada..	145,309	3,042,699

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

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	
April.....	2,925	3,953	6,463	
May.....	2,799	2,027	4,654	
June.....	4,629	1,772	3,226	
July.....	2,668	1,087	3,106	
August.....	1,855	1,370	3,241	
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	35,402

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	83	70	13	81	65	17	34
Nova Scotia.....	593	522	71	750	673	88	127
New Brunswick.....	400	338	62	372	263	92	97
Quebec.....	6,434	5,320	1,114	7,143	5,995	1,489	3,547
Ontario.....	2,401	1,944	457	2,331	2,061	491	362
Manitoba.....	1,539	1,338	201	1,486	1,421	303	498
Saskatchewan.....	523	455	68	526	452	68	52
Alberta.....	1,105	831	274	1,110	1,128	151	248
British Columbia.....	1,912	1,638	274	1,907	1,776	455	353
Total, Canada, February, 1945.....	14,990	12,456	2,534	15,706	13,834	3,154	5,318
Total, Canada, January, 1945.....	20,412	17,257	3,155	18,731	14,699	2,732	6,600
Total, Canada, February, 1944.....	12,284	10,863	1,421	11,432	8,152	1,476	5,432

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

Reasons for Non-entitlement	Month of February, 1944	Month of February, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	694	1,312	5,436
Not capable of and not available for work.....	16	50	359
Loss of work due to a labour dispute.....	20	20	262
Refused offer of work and neglected opportunity to work.....	10	173	1,173
Discharged for misconduct.....	92	309	1,074
Voluntarily left employment without just cause.....	598	1,156	6,994
Other reasons (1).....	46	134	950
Total.....	1,478	3,154	16,248

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

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

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	138	56	2,199	4,215
Nova Scotia.....	723	400	10,961	21,266
New Brunswick.....	350	233	3,983	6,944
Quebec.....	9,860	5,985	208,350	406,490
Ontario.....	2,794	1,698	43,737	87,169
Manitoba.....	2,223	1,320	40,276	74,220
Saskatchewan.....	964	477	15,880	29,608
Alberta.....	2,399	978	33,935	66,429
British Columbia.....	3,611	1,664	63,552	126,149
Total, Canada, February, 1945.....	23,062	12,811	422,873	822,490
Total, Canada, January, 1945.....	15,575	8,637	281,193	546,569
Total, Canada, February, 1944.....	9,056	6,837	158,455	301,393

Average duration of unemployment compensation..... 18.3 days
 Average amount of benefit paid per person..... \$35.66
 Average amount paid per compensated day of unemployment..... \$1.95

TABLE 6—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT MARCH 15, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	431	95	526
Clerical Workers.....	990	1,777	2,767
Sales Workers.....	563	1,261	1,824
Service Workers.....	1,352	636	1,988
Agricultural Workers and Fishermen.....	149	185	334
Food Workers.....	190	31	221
Textile and Clothing Workers.....	347	413	760
Loggers.....	16	18	34
Sawmill and Wood Operators.....	151	.....	151
Printing Workers.....	41	.....	41
Shoe and Leather Workers.....	61	.....	61
Stone, Clay and Glass Workers.....	16	.....	16
Electrical Workers.....	223	.....	223
Coal Miners.....	564	.....	564
Other Miners (except coal).....	40	.....	40
Construction Workers (except carpenters).....	1,379	.....	1,379
Carpenters.....	2,485	.....	2,485
Machine Shop Workers and Operators.....	514	.....	514
Sheet Metal Workers.....	96	42	138
Foundry, Smelter and other Metal Workers.....	637	227	864
Miscellaneous Skilled Workers.....	1,999	992	2,991
Automobile and Other Mechanics.....	500	.....	500
Miscellaneous Unskilled Workers—Heavy Labour.....	4,621	.....	4,621
Miscellaneous Unskilled Workers—Light Labour.....	4,341	2,309	6,650
Totals.....	21,706	7,986	29,692

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT FEBRUARY 28, 1945

	19 and less		20 - 29		30 - 44		45 - 54		55 - 59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	
	Total		Total		Total		Total		Total		Total		Total		
CANADA.....	1,851	1,584	3,929	3,779	5,546	1,894	3,563	509	2,045	150	4,772	70	21,706	7,986	29,692

TABLE 8—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY-FOUR MONTHS ENDED FEBRUARY 28, 1945

Month	REVENUE										EXPENDITURE					
	Stamps	CONTRIBUTIONS (Gross less refunds)										Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
		Meter	Bulk	Misc.	Total Employer and Employee	M	F	M	F	M	F					
Total from July to Dec. 31, 1941..	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	\$ Nil	\$ 28,410,056 33	\$ 95,480,002 05	\$ 28,410,056 33	\$ 28,410,056 33	\$ 28,410,056 33	\$ 28,410,056 33	
Total for the year ended Dec. 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	67,419,601 66	95,480,002 05	67,419,601 66	67,419,601 66	67,419,601 66	67,419,601 66	
Total for the year ended Dec. 31, 1943.....	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,555 22	3,483,839 20	75,961,350 58	929,219 33	75,961,350 58	170,512,133 30	75,961,350 58	75,961,350 58	75,961,350 58	75,961,350 58	
Total for the year ended Dec. 31, 1944.....	32,902,037 68	12,347,593 70	17,777,713 41	1,298,632 17	64,325,976 96	12,865,195 39	5,632,644 52	82,823,816 87	3,265,707 67	82,823,816 87	250,070,242 50	82,823,816 87	82,823,816 87	82,823,816 87	82,823,816 87	
January, 1945.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	6,552,048 65	256,076,686 80	6,552,048 65	6,552,048 65	6,552,048 65	6,552,048 65	
February, 1945.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 94	922,816 87	97,499 93	5,634,401 14	821,052 62	5,634,401 14	260,890,035 32	5,634,401 14	5,634,401 14	5,634,401 14	5,634,401 14	
Total, 1945.....	5,187,845 02	1,874,409 16	2,735,782 78	98,300 42	9,896,337 98	1,979,267 48	310,844 93	12,186,449 79	1,366,656 97	12,186,449 79	260,890,035 32	12,186,449 79	12,186,449 79	12,186,449 79	12,186,449 79	
GRAND TOTAL.....	113,790,606 98	44,896,214 76	53,169,220 57	1,448,089 84	213,304,132 15	42,660,826 42	10,836,316 66	266,801,275 23	5,911,239 91	266,801,275 23	260,890,035 32	266,801,275 23	266,801,275 23	266,801,275 23	266,801,275 23	

The Column "Interest on Investments and Profit on Sale of Securities" represents—
 (a) Interest received on the dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
 (b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Arrears of contributions received from Government Departments in November, 1944..	\$ 940,000 00
Penalties.....	3,877 80
Contributions in respect of Service in the armed forces.....	502,679 10
Miscellaneous.....	1,532 94
	<u>\$1,448,089 84</u>

Digest of Selected Decisions of Canadian Umpire under Unemployment Insurance Act

WITH the co-operation of the Unemployment Insurance Commission, the LABOUR GAZETTE with this issue inaugurates a new service in bringing to its readers throughout Canada a digest of selected cases of appeals heard by the Umpire under the provisions of the Unemployment Insurance Act (1940).

The reporting of appeal cases through these columns should prove to be of general interest not only for their precedent value for the determination of questions which may from time to time confront Insurance Officers and Courts of Referees but also because it provides a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

These selected decisions of the Canadian Umpire will be published in two series: the Canadian Umpire Decisions—Benefit Cases (these will be numbered CU-B), and Canadian Umpire Decisions—Coverage Cases (these will be numbered CU-C).

Benefit first became payable to unemployed persons insured under the Unemployment Insurance Act in February, 1942. Up to the end of February, 1945, a total of \$5,911,239.91 had been paid out in benefits on 142,000 initial and renewal claims allowed by Insurance Officers. During the same period 32,100 claims were disallowed and 4,029 references and appeals were made to Courts of Referees concerning questions arising under the Unemployment Insurance Act.

On November 10, 1941, regulations entitled "The Determination of Questions and Appeal Regulations" were made under the authority of the Unemployment Insurance Act. These regulations provide the procedure for the determination of questions by the Commission and the appeals to the Umpire from the Commission's decisions. In January, 1942, Regulations dealing with Benefit were made and provide among other things the procedure to be followed in respect to appeals to the Umpire from the decisions of the Courts of Referees in benefit cases.

For the guidance of employers and employees alike a brief summary of the law and the regulations pertaining to appeals and references appears below. It should be noted however, that this is only a summary and reference should be made to the Unemployment Insurance Act, to the Determination of

Questions and Appeal Regulations and to the Benefit Regulations proper when dealing with any specific question which may arise.

Summary of the Law and Regulations

I

Appeals to the Umpire from the Decisions of the Courts of Referees

When a claim for benefit is disallowed by an Insurance Officer, the claimant has a right of appeal (under Section 57 of the Unemployment Insurance Act) to a Court of Referees. This right must be exercised within twenty-one days or within such further time as the Commission may for special reason allow.

A Court of Referees consists of a Chairman appointed by the Governor in Council and one or more members chosen to represent employers with an equal number of members chosen to represent insured persons. The choice of such members is made, usually in rotation, from panels constituted by the Unemployment Insurance Commission and composed of residents of particular localities for which Courts of Referees have been established.

Provision is made by Section 58 of the Act for an appeal to the Umpire from any decision of a Court of Referees at the instance of an Insurance Officer in any case; at the instance of an association of employed persons of which the claimant is a member, in any case; or at the instance of the claimant in any case in which the decision of the Court of Referees is not unanimous. In any other case an appeal to the Umpire can only be made with the leave of the Chairman of the Court of Referees.

The Umpire is appointed by the Governor in Council from amongst the Judges of the Exchequer Court of Canada or of the Superior Courts of the provinces of Canada. The Umpire is the Honourable Mr. Justice Lucien Cannon of the Superior Court of the Province of Quebec.

If leave to appeal is not granted at the time that the decision of the Court of Referees is given, an application for such leave may be made by the claimant and any such application for leave shall be granted by the Chairman if it appears to him that there is a principle of importance involved or any other special circumstances.

The procedure respecting appeals to the Umpire from the decisions of the Court of Referees is set out in Sections 19, 20, 21 and

22 of the Benefit Regulations. The appeal must be in writing, must contain a statement of the grounds of appeal and must be filed at a Local Office of the Commission.

It is provided that any person or association having an immediate interest in the decision may, within ten days after a notice of appeal is filed, file with a Local Office for submission to the Umpire a statement of the observations and representations he desires the Umpire to consider in deciding the appeal.

Application may be made to the Umpire in writing for a hearing within ten days after the notice of appeal is filed and the Umpire may allow or refuse such application. When a hearing is directed a notice is sent giving the date, time and place of the hearing. Generally speaking, the procedure on the hearing is determined by the Umpire. His decision is given in writing and a copy is sent to the claimant or any other person or association having immediate interest in the decision. The decision may be published.

Under Section 64 of the Act an Insurance Officer, a Court of Referees or the Umpire, on new facts being brought to his or their knowledge, may rescind or amend a decision given on any particular claim for benefit.

Section 65 of the Act provides that where a claim for benefit is allowed by a Court of Referees, benefit shall be payable in accordance with the decision of the Court even though an appeal to the Umpire is pending, unless the appeal has been brought on the ground that the claimant ought to be disqualified from receiving benefit under the provisions of Section 43 (a), and the appeal is made within twenty-one days of the date of the decision of the Court. If any benefit is paid pending an appeal to the Umpire it cannot be recovered later from the claimant even though the decision of the Umpire is adverse to the claimant.

II

Determination of Questions by the Commission—Appeals from the Commission's Decision to the Umpire

In addition to the provisions respecting appeals concerning claims for benefit, machinery has also been set up in Section 46 of the Act for the determination by the Commission of questions arising with regard to coverage, rates of contribution and related matters. The Commission may, if it thinks fit, refer any such question to the Umpire for decision.

Section 47 of the Act provides that any person aggrieved by a decision of the Commission made under Section 46, may appeal from that decision to the Umpire.

The Determination of Questions and Appeal Regulations, which supplement the provisions of the Act, prescribe forms to be used when a person wishes to make application for the determination of a question by the Commission or an appeal to the Umpire from the decision of the Commission.

In order to obtain a decision of the Commission under Section 46, for example, an application in prescribed form must be filed with the Commission. An endorsed copy is sent by the Commission to every person having an immediate interest in the determination of the question. Any person to whom the Commission has sent a copy of the application may, before the date indicated, file with the Commission in prescribed form, a statement of particulars and representations which he desires the Commission to consider in making its decision. The Commission may conduct any further investigation it may deem necessary.

If the Commission decides that a hearing is necessary, a notice in writing of the date and place fixed for the hearing is sent to the applicant and to all persons interested. The procedure at such a hearing is determined by the Commission or, if the Commission has designated a persons or persons to hold such a hearing, the procedure may be determined by such person or persons.

The decision of the Commission is in writing and a copy is sent to the applicant and to all persons interested. The decision may be published.

An appeal to the Umpire from a decision of the Commission by a person aggrieved is made by notice in prescribed form or in substantially like form and must state the grounds of appeal. The notice must be filed with the Commission within twenty-one days from the date on which notice of the Commission's decision is sent out or within such other time as the Umpire may allow.

Endorsed copies are then sent to interested persons who are invited to file representations. Any person to whom the Commission has sent a copy of the Notice of Appeal may apply to the Umpire in writing for a hearing. The Umpire may grant or refuse such an application.

The procedure on the hearing of an appeal is determined by the Umpire. The decision of the Umpire is given in writing and copies are sent to interested persons. The decision may be published.

Under Section 49 of the Act the Commission may if it thinks fit, refer any question concerning coverage, rates of contribution or related matters to the Umpire for decision. When this is done all persons interested are

advised and may file representations. Application may be made by interested persons for a hearing and the matter is disposed of by the Umpire in the same manner as other types of appeal.

Section 66 (2) of the Act provides that if any question as to coverage of a claimant arises during the consideration of a claim by an Insurance Officer or by a Court of Referees, it shall be decided exclusively by the Commission under Section 46 of the Act, subject to an appeal to the Umpire as determined above.

Case No. CU-B.2

(March 13, 1943)

Where a voluntary arrangement provides for a stoppage of work for two weeks commencing on a fixed date, HELD: that days falling within such stoppage constitute days of recognized holidays within the meaning of Section 33 (c) of The Unemployment Insurance Act and the claimant would therefore not be deemed to be unemployed on these days.

The material facts of the case are as follows:

The claimant, a married woman, aged 35 years, was employed as a bunch maker by a firm of cigar manufacturers, from 1922 to the 25th of July, 1942.

On the 25th of July, there was a stoppage of work for a period of two weeks at the factory, which was customary at that time of year. This period was regarded as annual holidays without pay, and had been accepted as such during the past few years between the firm and its employees. Meetings of the employees were held in May in each year to determine during which period of the year summer holidays (without pay) should be taken. This procedure was followed in 1942 and employees had an opportunity of expressing their desires in this regard. It was agreed in May, 1942, that two weeks' holidays be taken, the firm exercising no compulsion in the matter, the choice being determined by its employees.

There was nothing in the evidence to show that this was a "layoff" in the ordinarily accepted meaning of the term, as the firm in question was anxious to maintain production at a maximum, in view of the demand for their products, which was beyond their ordinary capacity to fulfil. When the firm learned that application had been made for benefits under the Act, it immediately mailed postcards to its employees stating that production in the plant would be resumed on Wednesday, August 5, at 8:00 a.m., cutting the holiday period by three or four days.

The claimant alleged that she was not a party to this "holiday" or "layoff" on the

25th of July, 1942, and on July 27, 1942, registered an initial claim for insurance benefit.

The claim was disallowed by the Insurance Officer and the claimant appealed to a Court of Referees which heard the case on November 28.

The majority decision of the Court of Referees upheld the Insurance Officer's decision and disallowed the claim on the ground that the two weeks' "stoppage" was not a "layoff" in the customary sense but was an arrangement for customary holiday and agreed upon for several years past as between the firm and its employees.

From this decision the claimant appealed to the Umpire.

DECISION

The Umpire gave as his decision that the claim should be disallowed and gave as his reasons that:

The claimant could not be deemed to be unemployed during the period in question and it was quite evident that the two-week period was not a "stoppage" in the ordinary sense but was due to a custom of the firm in arranging for holidays for an agreed period at a time mutually agreeable.

The stoppage of work for two weeks commencing July 24 and 25 was a voluntary arrangement entered into by the management and its employees and therefore was a customary holiday within the meaning of Section 33 (c) of the Act, which reads as follows:

An insured person shall not be deemed to be unemployed—on any day which is recognized as a holiday for his grade or class or shift in the occupation or at the factory, workshop or other premises at which he is employed unless otherwise prescribed.

Case No. CU-B.23

(July 3, 1944)

Where a claimant had received a Booklet of Information in his pay envelope, HELD: the presumption is that he knew the correct procedure concerning an application for benefit and could not show good cause for delay in making application, especially in view of the fact that he thought work would be available at any day, this seeming to be the real reason why he did not apply for benefit any sooner.

The material facts of the case are as follows:

The claimant, a married man, aged 48 years, was employed as a coal miner by a railway and coal company from April, 1921, to March 25, 1944, when he was separated from his employment by reason of a fire.

The claimant filed his claim for benefit on June 14, requesting that it be antedated to

March 27, 1944, under the provisions of Section 30 of the Unemployment Insurance Act, 1940, and Section 7 of the Benefit Regulations. The reason for his delay in applying for benefit, given by the claimant upon filing his claim was that he did not know that he had to make an application for benefit.

The Insurance Officer refused the request for antedating on the grounds that the claimant did not show good cause for the delay in making the application.

The claimant appealed from this decision to a Court of Referees and was granted an oral hearing. The claimant stated before the Court of Referees that he thought he had to wait nine days before making his claim for benefit.

The Court of Referees unanimously upheld the decision of the Insurance Officer.

From this decision the union of which the claimant is a member appealed to the Umpire. The appeal was considered without an oral hearing.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

It appears from the evidence that the claimant had received a booklet of information in his pay envelope and, therefore, there is no doubt that he knew the correct procedure concerning an application for benefit. The evidence also discloses that the claimant thought work would be available any day and this seems to be the real reason why he did not apply for benefit sooner.

Case No. CU-C.3

(July 24, 1942)

HELD: a stenographer or other employee in the office of a practising member of the legal profession is an insurable employee under the provisions of the Unemployment Insurance Act and, in order for a person to be employed in an insurable employment, it is not necessary that the employment be in some industrial organization.

On April 7, 1942, the Unemployment Insurance Commission gave the following decision:

"A" having requested a decision pursuant to the provisions of Section 46 of the Unemployment Insurance Act on the question whether Miss B. was during the period July 1, 1941, to January 29, 1942, employed in insurable employment, and the interested parties having been given an opportunity of making representations, and the representations submitted having been considered, the Unemployment Insurance Commission has decided that the said Miss B., during the said period, employed in employment specified in Part I of the First Schedule to the Unemployment Insurance Act, 1940, such employment not being specified as excepted

employment in Part II of that Schedule was, therefore, pursuant to the provisions of the said Act, insured against unemployment in the manner provided by the said Act.

On the 27th of April, 1942, the appellant, under Section 47 of the Act, appealed to the Umpire.

The facts of the case are as follows:

In July, of 1941, local inspectors of the Unemployment Insurance Commission requested the appellant to register as an employer and to arrange contributions in respect of the employment of Miss B. a stenographer in his office. "A" contended that the employment of his stenographer was not covered by the Unemployment Insurance Act.

Miss B. was engaged in 1915 under a general monthly hiring, her employment has been continuous and is on a part-time basis and personal services are required. She receives \$35 per month for services rendered as a stenographer and bookkeeper and the employer, or someone on his behalf, has the right to exercise control as to the method of performance of duties of the employee.

In support of the appeal the material already filed with the Commission has been submitted.

The appellant in substance submits that the employments specified in Part I of the First Schedule to the Act do not contemplate the inclusion of a stenographer or other employee in the office of a practising member of the legal profession and that to be employed in insurable employment the employee must be employed in some industrial organization.

The appellant does not contend that Miss B.'s employment is excepted under Part II of the First Schedule to the Act, but simply that it is not included in Part I of the First Schedule.

Section 13, Paragraph (1) determines what persons are insured under the provisions of the Act. It reads as follows:

Subject to the provisions of this Act, all persons who are employed in any of the employments specified in Part I of the First Schedule to this Act, not being employment specified as excepted employments in Part II of that Schedule shall be insured against unemployment in manner provided by this Act.

Paragraph (a) of Part I of the First Schedule of the Act reads as follows:

Employment in Canada under any contract of service or apprenticeship, written or oral, whether expressed or implied, or whether the employed person is paid by the employer or some other person, and whether under one or more employers, and whether paid by time or by the piece or partly by time and partly by the piece, or otherwise.

The terms used in this paragraph are most comprehensive and do not allow any distinction between employees as it is claimed by the appellant.

Under the circumstances it is ruled that the employment of Miss B. by the appellant, "A", is an employment specified in Part I of the First Schedule to the Act not being employment specified as an excepted employment in Part II of that Schedule, and that conse-

quently Miss B. was an insured person from the first day of July, 1941, to the date of the application for decision of the Commission and continues to be an insured person while employed under the same conditions by the appellant.

Appeal disallowed.

(Sgd.) LUCIEN CANNON,
Umpire.

Ottawa, July 24, 1942.

Priority on Coal to Those Ordering Before June 1

Under new coal regulations, effective April 1, householders in Ontario, Quebec and the Maritime Provinces will be given priority in the delivery of next winter's fuel if they place their order before June 1, the Minister of Munitions and Supply, Hon. C. D. Howe, announced recently.

The new regulations, issued by Coal Controller E. J. Brunning, will require every householder who buys high grade fuel to accept a proportion of substitute fuel with each delivery of anthracite. By the same token, it prohibits a dealer from delivering high-grade fuel without at the same time delivering substitute fuel.

The priority clause reads: "Coal dealers must, until September 30, 1945, give priority on deliveries of available supplies of fuel up to the maximum permitted by this order to consumers who place their purchase orders before June 1, 1945."

In the forthcoming coal year every consumer will be limited to the same amount of coal and/or coke he burned in the coal year

just ending. A coal year begins on April 1 and ends on March 31.

Munitions Minister Howe urged every Canadian householder to continue conserving coal and to place his order as early as possible. "The demand for coal, both for North American requirements and for the war areas and liberated countries, is greater than ever before in history," he said. "In particular, the demand, for household fuel, up about 40 per cent since the war began, now far outstrips the supply. Thus it will be absolutely necessary for every householder, who ordinarily burns hard coal, to use a goodly proportion of substitute fuels.

"Because of the snow, and because enough people did not order early, the delivery of coal in some communities has been a serious problem. It need not be a problem in any community if every householder co-operates with his coal dealer by placing his order at once and accepting his fuel whenever his dealer is able to deliver it."

Trade Union Membership in Bombay

According to the *East Indian Labour Gazette*, published in Bombay, there were five provincial federations of trade Unions, as distinguished from the All-India federations, in existence at the end of June, 1944.

In addition to these five federations, the All-India Postmen's and Lower Grade Staff Unions, the All-India Trade Union Congress and its provincial committee, the All-India Government Employees' Federation and the Bombay Provincial Committee of the Indian

Federations of Labour have their head offices in Bombay City.

The membership of unions having their head offices in Bombay City recorded a slight increase from 138,882 to 139,579, or of 0.50 per cent during the first six months of 1944. However, unions with headquarters in other centres of the province of Bombay showed increases in some instances of over 11 per cent, making a net increase in the province of about five per cent. The total trade Union membership for the province is given as 245,519 at the end of June, 1944.

Collective Agreements in the Pulp and Paper Industry in Canada, 1944

A file of collective agreements has been maintained in the Department of Labour for many years and summaries of important agreements have been published each month in the LABOUR GAZETTE. The Research and Statistics Branch has under-

taken to make a series of analytical studies of current agreements on file, by industry and by topic. The first, covering the Pulp and Paper Industry, is given in the following pages.*

Summary

There are 37,020 workers employed in the 106 pulp and paper mills in Canada. About 72 per cent of these are organized by the three principal unions in the industry. Certain classes of employees, chiefly the supervisory staff and some temporary employees, are excluded from the collective agreements negotiated. Nevertheless 80 per cent of the total number of employees in the industry are governed by agreements between the manufacturers and the unions.

There are no "closed shop" and comparatively few "union shop" agreements, but in 57 plants covering 76 per cent of the total number of workers under agreement there is some obligation on the workers to join and/or to maintain their union membership, the majority

requiring new employees to join the union and all members to maintain their membership. Preference to union members in hiring new employees is provided in agreements in 30 plants. Almost all agreements provide that in laying off employees, preference of continued employment will be given according to seniority, among employees of equal efficiency. Some consideration is also to be given to seniority in making promotions.

One week's vacation with pay annually is general throughout the industry. This is increased up to two weeks after long service in some plants.

All agreements provide machinery for the settlement of disputes and for arbitration when the grievance procedure fails.

Introduction

The Pulp and Paper Industry

This industry has a long history in the industrial life of Canada and the manufacture of pulp and paper has been consistently one of the most important industries in Canada over an extended period.

According to the Preliminary Report on the Pulp and Paper Industry in Canada, 1943, issued by the Dominion Bureau of Statistics, the pulp and paper industry in Canada in the year 1942 ranked first among Canadian manufacturing industries with respect to capital investment, second with respect to net value of production, third with respect to gross production, fourth with respect to wages and salaries paid, and sixth with respect to employment. In the above comparisons no allowance is made for the capital investment, the men employed, the wages paid, or the products of the operations in the woods, which form such an important part of the industry as a whole. Employees in pulp and paper mills make up the great proportion of the population of several towns in Canada and it has been estimated that, including its woods operations, the pulp and paper industry pro-

vides livelihood in full or in part for at least half a million persons in Canada.

The Table given below serves to indicate the size and importance of the pulp and paper industry.

THE PULP AND PAPER INDUSTRY IN CANADA¹ 1943²

Gross value of products	\$345,653,470
Total value of materials and supplies	\$143,956,462
Persons employed	37,020
Salaries and wages paid	\$71,199,422
Cost of fuel used.. ..	\$21,470,240
Net value of products ³	\$165,485,944
Capital employed	\$667,458,143
Power employed h.p.	1,966,533
Electricity purchased	\$14,740,824

¹Information taken from Preliminary Report on the Pulp and Paper Industry in Canada, 1943, issued by the Forestry Branch, Census of Industry, Dominion Bureau of Statistics.

²Subject to revision on further examination of individual reports.

³Gross value of products less the cost of materials and supplies, fuel and electricity. In the pulp and paper industry the cost of materials is made up of the sum of the values of pulpwood, chemicals and supplies used in pulp-making, and of the pulp, chemicals and supplies used in paper-making.

* A limited supply of reprints of this article is available on request from the Department of Labour.

The pulp and paper industry has been one of the chief factors in the development and the use of hydro-electric power. Prior to the present war, the industry was the largest single user of power in Canada. Proximity to extensive pulpwood areas and to sources of hydro-electric power has been a determinant factor in the location of many of the larger mills.

In production of wood pulp, Canada ranks second only to the United States. In production of newsprint paper, Canada stands first, having a mill capacity of over four and a quarter million tons a year which is equal to the combined mill capacity of the United States, Britain, Norway, Sweden and Finland.

Many products of the industry are used in the manufacture of munitions; others enter more indirectly into the war program. After sources of supplies in Norway, Sweden and Finland were no longer available to the United Nations, demands on the Canadian industry were heavily accentuated.

Canadian pulps are essential for nitrating into high explosives and for the manufacture of plastics, synthetic fibres, surgical dressings and hospital wadding. Shells, gun barrels, ordnance parts and small arms ammunition are cased or packaged largely by using paper-board, and modifications of paper board are used extensively as containers for food, medical supplies and blood plasma. Sea and land mines, shells, radio equipment and other weapons and instruments of war utilize certain paper products. Building board has assisted in speeding up the construction of barracks, hospitals and other buildings. The maintenance of a free press by newspapers in over forty countries has depended chiefly on the output of Canadian newsprint mills. Many other kinds of paper, such as book and writing paper for administrative use and for publications, wrapping paper, grease-proof papers and special grades have also been essential.

A booklet "Pulp and Paper Supply", prepared by the Canadian Pulp and Paper Association and the Newsprint Association of Canada for the Conference of the United Nations Relief and Rehabilitation Administration, held at Montreal, in September, 1944, shows that the production of pulpwood in Canada rose from an average of 623 millions of cubic feet during the years 1935-39 to an estimated average of 831 millions during the years 1940-44. Raw pulpwood deliveries from Canada to the United States, during the years of the war, have averaged about 25 per cent higher than in the five pre-war years.

Pulp, the first product which results from processing pulpwood, either by grinding or by chemical treatment, in its various grades, con-

stitutes the basic material for the manufacture of newsprint, other papers, wallboards and many other derivatives. Prior to the war, both Great Britain and the United States imported relatively much higher supplies of pulp from Norway, Sweden and Finland than they did from Canada. When the Scandinavian supply was no longer available, Canadian exports of wood pulp rose very rapidly. Analysis of Canadian exports of wood pulp, as published in the pamphlet "Pulp and Paper Supply", shows that in 1938 Canada exported to all countries 559,000 tons of wood pulp, of which amount 73,000 tons were exported to Britain and 454,000 tons to the United States. Total exports of wood pulp to all countries in 1943 are estimated at 1,581,000 tons, of which 273,000 tons were exported to Britain and 1,280,000 tons to the United States.

In the newsprint field, from the year 1940, Canada, assisted by two newsprint mills in Newfoundland, has been almost the only source from which the United Nations could import newsprint. During the period 1935-1939, Canadian newsprint production averaged 3,003,000 tons. The estimated average for the period 1940-1944 is 3,229,000 tons. It is estimated that during 1942-1943 exports of newsprint from Canada constituted 58 per cent of newsprint imports by Great Britain, 77 per cent by Australia, 86 per cent by British India and Ceylon, 80 per cent by New Zealand, and 83 per cent by South Africa. In North America, Canadian newsprint mills provided for all the wartime paper supplies for Canadian newspapers and between 70 and 75 per cent of the total supply for the United States which is the world's largest consumer of newsprint.

The study of collective agreements which follows is made from current agreements on file in the Department of Labour. It applies to mill operations in the pulp and paper industry only and does not apply to woods operations, to sawmills or to the manufacture of paper products.

Unions

There are three unions which operate exclusively in this industry. These, with the 1944 figures for the number of locals and number of members in Canada, are as follows:

International Brotherhood of Papermakers with 53 locals and 5,192 members, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, with 63 locals and 15,500 members (both affiliated with the Trades and Labour Congress of Canada, and in the United States with the American Federation of Labour); and the National Federation of Pulp and Paper Employees affiliated with the Cana-

dian and Catholic Confederation of Labour, with 23 branches and 5,736 members. The total of organized workers in the mill operations of the industry, therefore, is approximately 26,500.

In plants having agreements with the American Federation of Labour Unions, the International Brotherhood of Paper Makers has jurisdiction over the skilled workers in the machine and beater rooms and some finishing processes, and the International Brotherhood of Pulp, Sulphite and Paper Mills Workers over all the other classes of work in paper mills and over all classes in pulp mills. There are exceptions to this in a small number of plants where additional A.F. of L. unions for carpenters, electrical workers, machinists, operating engineers, etc., retain their identity and sign separate agreements for their own trades only, or sign the plant agreement with the other unions. In the majority of plants, however, these trades belong to the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. In plants manufacturing paper or pulp and paper, therefore, the company signs either a joint agreement with both of these unions or separate agreements with each of them. The National Unions of pulp and paper

workers are affiliated with the Canadian and Catholic Confederation of Labour and have agreements only in the province of Quebec. In addition to the above unions, one plant manufacturing paper boards and other products has an agreement with the United Gas, Coke and Chemical Workers of America, a C.I.O. affiliate.

Form of Agreements

Agreements in this industry to which the T.L.C. and A.F. of L. Unions are parties are made by each company directly with the International unions and countersigned by the local unions' officers. Agreements to which the National Catholic Unions are parties are signed both by the local union and the National Catholic Federation of Pulp and Paper Workers.

Most agreements consist of the formal agreement, the mill rules and a wage schedule. In some cases, most of the working conditions form part of the mill rules, while in others these same conditions are found in the body of the agreement itself. The complete agreements including the mill rules and wage schedules are dealt with in this study.

General Statistics

The following table shows the extent to which this industry was operating under agreement in 1944. It might be pointed out that the figures for employment in the industry include all employees of the mills, while the number under agreement excludes salaried employees and certain other classes of the technical workers and temporary workers.

Of the 73 plants under agreement, 58 are under agreements with the T.L.C. and A.F. of L. unions, four are partly with the T.L.C. and

A.F. of L. unions and partly with the National Catholic union, 10 are with the National Catholic union and one with the United Gas, Coke and Chemical Workers Union.

Of the 30,050 workers governed by the agreements, 23,448 are under agreements to which the T.L.C. and A.F. of L. unions are parties, 5,747 to which the National Catholic unions are parties. Some of the remainder are under agreement with the United Gas, Coke and Chemical Workers' Union.

	Number of Mills ¹	Number of Mills under Agreement ²	Number of Employees ¹	Number of Employees under Agreement ²
Quebec..	46	26	18,118	13,690
Ontario..	40	34	11,002	10,049
British Columbia..	7	6	3,867	3,106
Other Provinces ³	13	7	4,033	3,205
Total..	106	73	37,020	30,050

¹ Dominion Bureau of Statistics preliminary report on the pulp and paper industry in Canada, 1943.

² In 1944.

³ Nova Scotia, New Brunswick and Manitoba.

Summary of Provisions of Agreements and Sample Clauses

All of the 73 agreements on file in the Department of Labour for the year 1944 have been analysed and a summary of the findings is given below together with sample clauses.

Duration and Renewal

The general practice in the industry is that agreements should be in effect from May 1 of one year to April 30 of the next year, and

thereafter from year to year subject to thirty days' notice given by either party prior to the expiry date in any year. In two agreements the required notice is sixty days and in one agreement ninety days. In some few cases the initial period is for slightly more or for less than one year in order to bring the expiry date to April 30. Instead of May 1 to April 30, the agreement year for a few agreements is January 1 to December 31, and June 1 to May 31. Only three agreements have no provision for the automatic renewal, and one agreement provides that the agreement in any case will remain in effect for the duration of the war unless national emergency or government regulations require its previous termination. One agreement provides for reference to arbitration, if negotiations for its renewal fail.

*This agreement shall be in effect from May 1, 1944, to and including April 30, 1945, and from year to year thereafter, subject to termination by either party on any April 30th on thirty (30) days written notice given prior to such April 30th.

Either party desiring any change in this agreement at the expiration of the same shall give to the other party thirty (30) days notice in writing, prior to such expiration, that a change is desired; otherwise, this agreement remains in force and effect for another year.

In about half of the agreements, the terms of the agreement are specifically stated to be subject to federal and provincial legislation.

Any provision of this agreement which may be or may become in conflict with present or future provisions of federal or provincial laws or Orders in Council becomes by that fact null and void.

Purpose

About 90 per cent of the agreements have a clause setting out their general purposes, identical with or similar to the following:

The general purpose of this agreement is, in the mutual interest of the employer and employee, to provide for the plant under methods which will further, to the fullest extent possible, the safety and physical welfare of the employees, economy of operation, quality and quantity of output, cleanliness of plant and protection of property. It is recognized by this agreement to be the duty of the Company and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

As a further clarification of the purpose, agreements for five plants set forth the responsibilities accepted by each party.

It is understood and agreed:

(1) That the members of the Union regard themselves as responsible for the success of the Company, and intend to co-operate in every way to bring about this success.

(2) That the Company to be successful should accomplish the following:

(a) Mutually fair and reasonable working hours; mutually fair working conditions; mutually fair wages.

That wages and working hours must leave provision for:

(b) Safe and sound financing, consistent with existing economic factors, to provide a proper balance between income and outgo of cash so as to enable the maintenance of funds for: Depreciation; Obsolescence; Renewals and replacement of plant and equipment; A fair return to the numerous investors on the money they have furnished to build the plant, thus making this enterprise possible; Sufficient cash working capital to maintain good standing with banks and suppliers of material and equipment.

Union Status

RECOGNITION AND APPLICATION

Agreements for 57 of the 73 plants contain clauses by which the Company recognizes the union or unions parties to the agreement as the bargaining agencies. Of these, the agreements for eight plants state that the unions are the bargaining agencies for their members, but in all other agreements with recognition clauses, the unions are recognized as the bargaining agencies for all the employees or for all employees who are eligible for membership.

The Company agrees to recognize..... as the sole collective bargaining agency for all employees of this Company on all matters pertaining to rates of pay, hours of work, and working conditions.

Practically all agreements exclude from their provisions a number of classes of employees, chiefly temporary employees, supervisory staff and salaried workers. In some cases technical and engineering staff are also excluded.

The present agreement shall apply only to the permanent employees of..... Temporary employees do not come under this agreement.

The following employees are considered as part of the management: Superintendents, Assistant Superintendents, Foremen above the rank of sub-foreman, Office Force, Engineering Department, Technical Control Department, Research Department, Storemen, Watchmen and First Aid Staff, and therefore do not come under this agreement.....

For the purposes of this agreement permanent employees are those men who are filling regular standard jobs but it is understood that they do not include casual labour or seasonal workers such as those required for wood handling, construction or temporary jobs.

UNION MEMBERSHIP

In agreements covering 57 plants and 23,000 workers (76 per cent of the total workers under agreement) there is some form of obli-

*The following extract and those used throughout this study are quotations from agreements on file in the Department of Labour for this industry. All such quotations are printed in the smaller size type.

gation on workers to join the union and/or to maintain their union membership. In nine of these plants the obligation is simply that of new employees or of all employees joining the union; in seven plants (including six in British Columbia) there is no compulsion about joining the union, but members who have joined or who later join are required to maintain their membership; in the remaining 41 plants, new (or in some cases all) employees must join the union and all union members must maintain their membership.

Of the 57 plants with some compulsion as to union membership, 50 plants, affecting 19,350 workers, have agreements providing that all new employees must join the union or one of the union parties to the agreement as soon as such employees become eligible or within a fixed time after being employed.

New employees, unless temporarily employed, on becoming eligible for membership in the union shall join within fifteen days.

In 48 plants, affecting 20,430 workers, there is a maintenance of membership clause.

Any employee who is now a member in good standing, or who becomes or is reinstated as a member of either signatory union shall as a condition of continued employment maintain such membership in good standing throughout the term of this agreement.

In 24 plants, affecting 7,000 workers (which are included above in those requiring new employees to join the union) there are provisions requiring or possibly requiring all present employees as well as the new employees to become and remain union members. There is doubt in some cases as to the exact meaning of these clauses in so far as they pertain to non-union employees already on the payroll. The clause quoted below, however, is one in which the "union shop" provision is clearly stated.

Permanent and seasonal employees, eligible for membership in the signatory union, shall as the condition of continued employment, join and maintain membership in good standing in the signatory union.

Nineteen per cent of the workers under agreement are covered by agreements in which the National Catholic unions represent the workers and none of these have any provision obliging any employees to join the union or those who have joined to maintain their membership.

JURISDICTION

Where two or more unions are parties to the same agreement it is usual to include a clause relieving the company of settling questions of jurisdiction.

No employee is to be required to become a member of more than one union. Questions of

jurisdiction shall conform to the regulations covering such matters as fixed by the American Federation of Labor and the Company will not be asked to act upon any matters of jurisdiction between organizations.

In a few plants the following qualification is added:

However, when the respective organizations are unable to agree on the union a man is required to join, then the Company will specify the union in which they will recognize him and shall consider him a member of that union until such time as the respective organizations agree.

CO-OPERATION OF COMPANY AS TO UNION MEMBERSHIP

In six plants the companies agree not to interfere with or in any way discourage employees from becoming union members. In one third of all the plants the Companies specifically undertake to co-operate with the union by assisting them in obtaining and retaining members.

The..... (Company) will co-operate with the local unions in every way the management of the Company considers proper and lawful to assist in obtaining and retaining members.

UNION ACTIVITIES

In various agreements, union activities are prohibited during working hours and in some cases on company premises. In one agreement this prohibition also extends to political activities.

It is understood and agreed that no union activities, except those in which management representatives take part, shall take place on Company property, or Company time.

NO COERCION BY UNION

In more than twenty plants the union undertakes to refrain from any intimidation or coercion against employees with a view to inducing them to join the union.

The Syndicate shall not have recourse to intimidation nor coercion to obtain members.

Several of these agreements restrict the union's right to impose unreasonable fees on new members or penalties as a condition of reinstatement.

No employee shall be subject to any penalty against his application for membership or reinstatement, except as may be provided for in the Constitution and By-Laws of the two International Brotherhoods.

RESPONSIBILITY OF UNION

In a small number of agreements the union definitely makes itself responsible for the conduct of its members.

It is generally recognized in signing this agreement, that the Company shall receive closer co-operation from the union members,

in the operation of its mill. The union will take the responsibility for its members on matters pertaining to production, complaints on products, poor workmanship, unsafe practices and accidents, dirt, slovenliness, unclean rooms and equipment, and will be prepared to discipline their members for any of these offences.

PREFERENCE TO UNION MEMBERS IN HIRING AND LAY-OFFS

There is a wide variety of clauses affecting the hiring of new employees, where this question is dealt with. On the one hand, in six plants the Company retains the exclusive right to engage workers of its own choosing; in six other plants the Company also retains this right but will give consideration to ability, local residence, family status, etc.; in five plants the exclusive right is retained but preference will be given to employees with previous service. In more than thirty plants, the Company will give preference to union members in hiring. (In two cases it is provided that if union members are not available, then applicants recommended by the union will be given preference).

When engaging men the management will give preference to union members if such are available and are capable of doing the work efficiently.

Preference of continued employment when personnel is being reduced by lay-offs is more commonly on the basis of seniority, but in about twelve plants this preference is also given to union members. (In one plant special consideration is to be given the key union officers who are not to be laid off as long as there is work in their departments which they are qualified and willing to perform.)

When laying off men, employees belonging to the union and in good standing with the local, shall be retained in preference to those not in good standing; among equally efficient employees, efficiency to be judged by the Department head, the older in point of service shall be given preference of employment.

CONSULTATION WITH UNION

In slightly more than half of the plants, the Companies bind themselves to consult the union representatives before making final decisions in certain cases such as lay-offs, demotions, promotions, transfers, etc. of permanent employees.

In any case of promotion, lay-off, or re-employment, the standing committee of the signatory union concerned shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final action by the management. In cases where time does not permit such prior consultations, the management shall, whenever practical, take temporary action only

until the recommendations of the standing committee can be obtained. The decision of the management shall govern and be final.

BULLETIN BOARDS

Under eight agreements, bulletin boards are provided for the sole use of the union. However, the usual clause with reference to bulletin boards, which is found in 48 agreements, is identical or similar to the following:

Notices shall not be posted in the mill except on the official bulletin boards. In each case permission of the superintendent must be secured.

Seniority

Seniority provisions are part of the agreements for all plants except two. Very little detail is included in most agreements as to the application of the seniority principles, except that in some agreements, as mentioned above under "Union Status", union representatives are to be consulted in cases of lay-offs, promotions, etc., but the decisions of the company are final.

In agreements covering seven plants seniority is definitely stated to be on a departmental basis, in others the basis is not stated. In the following extract, however, provision is made for a combination of departmental and plant-wide seniority.

Seniority lists, based upon the date on which employees commence to work for the company shall be established for each department or occupational group of employees. Those employees who have more than three years' seniority will also be placed on a special plant-wide seniority list.

When an employee is transferred permanently from one group or department to another, his seniority shall also be transferred, but in cases of temporary transfers, or in the case of a transfer for less than ninety days, the employee shall retain his seniority in the original department from which he was transferred.

LAY-OFFS AND REHIRING

Agreements for all plants having seniority clauses stipulate that in the case of lay-offs, employees be laid off in the reverse order to the length of their service, provided that the employees so preferred are efficient.

When men are to be laid off, the oldest in point of service, when efficient, shall have preference of employment.

The general clause for seniority in lay-offs is qualified in eight plants by stating that such preference only applies to union members.

When laying off help, union men shall be retained in preference to those not members among equally efficient employees, the older in point of service being given preference of employment.

In twelve other plants (9 of them in Quebec), when a lay-off is to be extensive,

such as might create a social problem in the community, in addition to seniority, consideration is to be given employees with dependents, if efficient.

If it is necessary to materially curtail operations of the plant, thus creating a social problem in the community, the management will, in addition to the above, give particular consideration to the cases of employees with dependents, if capable and efficient, as against employees without dependents.

With regard to the rehiring of employees, less than a quarter of the agreements provide specifically for those laid off being given preference. Of these, three require that the employees rehired be capable and able to pass a physical examination. Only one agreement sets a limit (15 days) before which a recalled employee must report or lose his priority rights.

When men are being employed, those who have been laid off shall be given preference of re-employment if capable of doing the work.

PROMOTIONS

Seniority is also a determining factor in making promotions in the agreements for all but four plants, although usually of comparatively less importance in making promotions than it is in lay-offs. It is always provided that preference is by seniority, only if the efficiency of the employees preferred is at least equal to all others eligible.

In promotion the management will consider—first: merit, character and ability; second: extent and quality of education; third: physical fitness; fourth: length of service. It is understood that men who qualify in educational courses may receive a certain degree of preference..... However, all things being equal, length of service shall be a deciding factor.

POSTING OF NOTICES

In eight agreements, it is stipulated that vacancies be posted on the bulletin boards a few days before being filled, to allow for applications.

Notice of vacancies will be posted on bulletin boards at the time clocks, and the positions will not be filled until seven days thereafter.

WAR CONDITIONS

A number of agreements (10) have clauses guaranteeing to employees who have joined the armed forces that their jobs will be restored to them and their seniority rating maintained. Some of these clauses have been in the agreements since earlier in the war, and they refer only to those employed at the beginning of the war, while others refer to those employed at a date in 1942. These guarantees are in all cases covered by the Re-establishment in Civil Employment Act

(LABOUR GAZETTE, July 1942, p. 754), which together with regulations provides also for reinstatement of those civilians transferred under National Selective Service Regulations.

If any employee of this plant is forced by the National Selective Service Act to change his employment from this plant, the Company hereby agree to re-establish such employee to his old position with no loss of seniority at the termination of the above mentioned National Selective Service Act. All employees who have been drafted or volunteered in any branch of the armed forces of the United Nations shall be re-established on their respective jobs and maintain full seniority rights.

In four agreements it is stated that women workers taking over men's jobs will acquire no seniority in such jobs.

The status of employees hired, promoted or transferred to replace employees in the armed services is clearly set out in the following:

.....it is understood and agreed that every person hired, promoted or transferred as a result of employees joining the armed forces of the United Nations, understands that his employment, promotion or transfer is subject to termination, or adjustment when, in the opinion of the Company, it may be necessary in the process of providing restoration of employment for men returning from service with the armed forces of the United Nations.

Hours

OPERATION OF PLANTS

With a single exception (one paper mill operating on a 5 day week basis) the regular operation of all mills is a 6 day week, with a 24 hour shutdown on Sundays. This is usually 8 a.m. Sunday to 8 a.m. Monday, except in Quebec where it is midnight to midnight. In three paper mills and in eighteen pulp mills, however, when it becomes necessary, the mills may operate on Sundays. This Sunday operation is in some cases permitted only with mutual consent; in other cases Sunday operation may never exceed two Sundays in a month.

The regular operation of pulp and paper mills will be six days per week, with twenty-four (24) hours of shutdown on Sunday. When necessary pulp mills may be operated for a longer period.

Two main classifications of workers are employed: tour workers and day workers.

Tour workers are those engaged in occupations for which workmen are regularly required two (2) or more shifts per day.

Day employees are those engaged in occupations for which workmen are regularly required for one working period only per day.

TOUR WORKERS

Tour workers are employed for the most part on 8 hour shifts. Three shifts are

usually worked in the 24 hour period, each worker being on for 8 hours. In four agreements the length of shifts is left to the discretion of the management, in one other the length of shifts is to be as mutually agreed on, and in a few cases the mill rules regarding hours were not attached to the agreement, but it is definitely known that in mills employing approximately four-fifths of the total number of workers under agreement, all tour workers are on 8 hour shifts. In about half of the agreements it is provided that shifts rotate weekly. The usual shift hours are 8 a.m. to 4 p.m., 4 p.m. to midnight, midnight to 8 a.m. In a few cases the starting time is one hour earlier. In only one small mill is a rest period allowed, viz., one ten minute period or two five minute periods per shift, for smoking, only one member of a crew being allowed off at one time.

Tour workers: The regular daily hours for tour workers in departments on a three (3) tour basis are: 8 a.m. to 4 p.m., 4 p.m. to 12 midnight, midnight to 8 a.m.... Tours in all cases to rotate in regular sequence weekly.

DAY WORKERS

In mills employing 63 per cent of the total workers under agreement, the 8 hour day and 48 hour week is the rule for day workers, while in those employing a further 7 per cent the 48 hour week is stipulated with either a variation in the daily hours resulting in a shorter day on Saturday or with the daily hours unspecified. In five agreements, hours are normally limited to 50 per week; a 9 hour day is specified in seven agreements; in two agreements a 44 hour week is stipulated, while in one agreement day workers (except mechanics) have a 10 hour day.

Day workers: The regular hours for day employees are: 8 a.m. to 12 noon, 1 p.m. to 5 p.m.

About a quarter of the agreements specify penalties for day workers or any hourly employees punching in late. These vary from a deduction of 15 minutes pay for employees more than 3 minutes late to a 30 minute deduction for any lateness.

Employees on the hourly payrolls who punch their time cards more than 5 minutes late will be penalized by losing one half hour of pay. Each case, however, should be carefully investigated to take care of extenuating circumstances.

DAY OF REST

Although the operation of the mills is regularly suspended for 24 hours on Sundays, certain classes of employees are required to work in connection with necessary maintenance of the plant and repair of machinery and other

necessary repairs. Many (31) agreements limit the work that may be done on Sunday. Some agreements limit Sunday work in a general way, while others are more specific as to work on paper machines.

Only necessary work will be done on Sunday. No employee shall be required or permitted to work on paper machines between 8 a.m. Sunday and 8 a.m. Monday, except for washing screens, oiling dryer boxes, and repair work done by mechanics.....

These agreements provide that in addition to being paid time and one half for all Sunday work, such employees are to have one day off in the week.

When a man works Sunday, he shall be entitled to one day off during the week to be mutually arranged between the man and his department head.

Overtime

CONTINUING WORK AFTER COMPLETION OF REGULAR SHIFT

Tour Workers

Separate conditions as to overtime are given for tour and day workers. Tour workers are required to remain at their work until their mates on the job relieve them. They must, therefore, continue for a whole extra shift if not so relieved. This is a universal practice in paper mills covered by agreements, and is one of the few clauses which are worded in an almost identical manner in most of these agreements. Tour workers continuing after their shift for this reason would be paid at straight time rates.

When a tour begins each tour worker is required to be in his place. At the end of a shift no tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on responsibility of the position. If a tour worker does not report for his regular shift, his mate shall notify the foreman. He shall then remain at his post until a substitute is secured, and if necessary he shall work an extra shift. It is the duty of a tour worker to report for his regular shift unless he has already arranged with his foreman for a leave of absence. If unavoidably prevented from reporting, he must give notice to his foreman, or at the office, at least two hours before his tour goes on duty.

In 42 agreements, when any two tour workers are required to work twelve hour shifts because of the absence of their mate due to illness, vacation or other reasons, this extra time also will be worked at straight time rates, with varying limitations. The time limit during which they will be so required to work varies from three days to three weeks, after which time and one half will be paid for the extra time worked.

After a tour worker has been absent from work because of sickness or any other cause, he must report to his foreman or superintendent at least four hours previous to the beginning of his tour that he intends to begin duty.

When a shift worker has to take time off due to sickness, vacation, or any other reason, the men working on the same job on the other two shifts will work long hours for a maximum of three weeks. A substitute worker, must, if possible, be found within three weeks' time. The union will, if necessary, co-operate with the Company to fill the vacancy. If it is not possible to procure a competent man, straight time will be paid until the vacancy can be filled. In this respect, it is understood that the Company does not favour twelve hour shifts and these will be minimized as much as possible.

In 14 of the above 42 agreements similar conditions apply to overtime caused by any vacancy of a tour worker position.

On vacancies after two weeks, due to employees quitting, time and one half shall be paid. If, however, the Company applies to the union for men and the union and the Company are not able to procure competent men, in such case straight time would be paid until the vacancy can be filled.

In several agreements it is clearly stated that such long hours at straight time must not be for company convenience.

In the event a tour worker is required to work overtime on tour work for Company convenience due to breakdowns, extra work or other circumstances created by the Company, time and one half will be paid.

In agreements for 40 plants, it is provided that when tour workers are required to work overtime either on work not regularly performed by tour workers, or any overtime except when they are working for their regular relief men, time and one half will be paid.

When a tour employee is asked to work time in excess of his regular shift on any job not regularly performed by tour employees, such additional hours will be paid for at the rate of time and one half.

Tour workers required to work overtime at other than working for their relief shall receive time and one half for such overtime work.

When tour workers are required to work an extra shift for any reason, the Company usually undertakes to send another employee for their meals, or in some cases, to make arrangements to provide these meals.

When an employee works one extra shift, arrangements shall be made by the Company to provide and pay for the meals.

Day Workers

The overtime rate for all day workers is time and one half. In 37 of the plants covered by agreement, this overtime rate is paid for all work over 8 hours in a day, in five plants it is payable after 9 hours' work, and in five plants for work over 10 hours a

day (or over 50 hours in a week in one case). In 10 other plants the overtime rate is payable for all work over the scheduled day; in two plants and in certain trades in two other plants the overtime rate is payable for work before as well as after the regular shift. In three plants the time and one half rate is payable for all work before 7 a.m. and after 5 p.m.; in three other plants for all work before 8 a.m. and after 5 p.m.; in two others for work before 7.30 a.m. and after 5.30 p.m.

Work done by day employees in excess of eight hours shall be paid for at the rate of time and one half.

CALL TO WORK OUTSIDE REGULAR HOURS

Tour Workers

In addition to recalls to work for putting on wires, tour workers recalled for emergency repair or other reasons are given special guarantees in a number of agreements. In twelve plants tour workers so recalled are to be paid time and one half for time worked and in six of these they are to be paid for at least four hours and in another for at least three hours. In nine agreements there is a guarantee of four hours' pay and in another a guarantee of three hours' pay. In five agreements there is a guarantee of four hours' pay and where this overtime exceeds four hours, time and one half is to be paid from the time the overtime period started. In one agreement there is a bonus of two hours' pay for the call to work unless such work extends into the regular shift.

No employee who, after punching out, is especially called and required to go on duty for repair or other work shall receive less than four hours' pay.

Day Workers

There is a variety of conditions governing a call to work of day workers outside of regular hours. Over half of the agreements provide for time and one half for such work, and the majority of these provide for a minimum of four hours' pay. Twelve agreements provide only for a minimum of four hours' pay for a call to work, and two others a minimum of 3 hours' pay. Five agreements specify two hours' pay (call time) plus regular rate for the time worked.

Mill day workers called in after their regular day's work and before the regular starting hour next day, without previous warning, for special purposes, shall be paid rate and a half and shall receive a minimum of four hours' regular wages.

Putting on Wires

Putting on wires on the paper machines is treated in a special way in the paper mill

agreements. Most of the regulations for this work affect tour work only. For those who begin work on the changing of a wire during their regular shift and continue work on this after their regular shift ends, in six agreements regular wage rates are payable plus one hour's pay; in one agreement time and one half is payable for time required after the shift ends. For those who begin the changing of a wire before their regular shift or continue this work after their regular shift ends, five agreements provide for time and one half for time in addition to the regular shift; in another agreement the regular rate is payable plus one hour's pay to cover overtime. For tour employees engaged in putting on wires at other than their regular shift, a minimum of six hours' pay is guaranteed in eight agreements.

In twenty agreements employees who are called in at a time other than their regular shift to put on wires are guaranteed a minimum of 6 hours' pay at the regular rate, in one agreement 5 hours' pay, in seven agreements 4 hours' pay, while in eight agreements time and one half is payable for such time worked with, in some cases, a minimum of 6 hours' pay.

Tour workers called to put on Fourdrinier wires at a time other than their regular tour and who are dismissed before their tour is scheduled to begin shall be paid for the time worked, plus two (2) hours but not less than a total of four (4) hours on any one wire.

Any tour worker called in to put on machine clothing after he has completed his regular shift and punched out shall be allowed two (2) hours call time at straight time, plus actual time worked.

If tour workers are called to put on a Fourdrinier wire before their shift is scheduled to begin and work through into their regular shift they shall be paid for the time worked, plus two (2) hours. If tour workers are asked to remain after their shift is scheduled to end, to put on a Fourdrinier wire they shall be paid for the time worked plus two (2) hours.

The above shall also apply to tour workers when working on machines other than their own.

In cases where more than one machine is involved, the above allowance shall be paid for each machine.

Tour workers asked to assist to put on a Fourdrinier wire on a machine other than their own during their regular shift, shall receive two (2) hours extra time but in no case shall more than two (2) hours extra time be allowed.

Pay for the allowance time provided above shall be figured on a straight time even though the actual time worked is paid for at the overtime rate.

WORK ON SUNDAYS AND HOLIDAYS

The conditions of the regular Sunday shutdown in all mills are mentioned above under "Hours". The number of holidays during

the year when there is a shutdown of the mills varies from three to seven. Where three holidays are specified, these are Christmas Day, Dominion Day and Labour Day; where four holidays are specified, New Year's Day is the additional one; where five or more holidays are mentioned there is a variety, the church holy days being observed in some of the Quebec plants. The shutdown period for Christmas and New Year's is usually 32 or 40 hours, for the other holidays 24 hours. The shutdown for the four holidays during the year is by far the most common practice and is provided for in the agreements for 47 plants; the total number of hours of shutdown for these four holidays combined varies from 96 to 144 hours.

The regular working schedule of operating departments does not include Sundays and holidays.

Sundays are defined as the twenty-four hour period between 8 a.m. Sunday and 8 a.m. Monday.

Holidays include:

Christmas Day—Christmas Day is defined as the forty hour period between 4 p.m. December 24 and 8 a.m. December 26.

Dominion Day—Dominion Day is defined as the thirty-two hour period between 12 midnight June 30 and 8 a.m. July 2.

Labour Day—Labour Day is defined as the twenty-four hour period between 8 a.m. Labour Day and 8 a.m. the following day.

New Year's Day—New Year's Day is defined as the twenty-four hour period between 8 a.m. January 1 and 8 a.m. January 2.

Payment for work during holiday shutdowns is in all cases at the rate of time and one half for both tour and day workers. In all but ten agreements time and one half is also definitely stated to be the rate for all work during the Sunday shutdown period.

Tour workers shall receive time and one half for all time worked during the regular shutdown period on Sundays and recognized mill holidays.

Day workers will be allowed time and one half for all time worked during the regular shutdown periods on Sundays and recognized mill holidays, and shall be entitled to and expected to take one day off during the week, to be arranged by the department head for each employee.

Men who are required to work on Sundays and who have arranged for another day of rest, if called in to work on that day are to be paid at the rate of time and one half, in thirteen of the plants under agreement. In some of these, this overtime rate is only payable if they are called to work on these days without a day's notice.

Day workers called in on their day off shall be paid time and one half and shall receive a minimum of four hours' time.

Vacations and Leaves of Absence

An annual vacation with pay of one week or more for employees who are eligible is general throughout the industry. In eight plants the plan is not part of the agreement, but was brought into effect by direction of a War Labour Board or other arrangement. In twelve plants, covering about 3,500 workers, the vacation is increased by one day after five years' service and an additional day for each additional year's service to a maximum of two weeks' vacation after ten years' service. In all other plants, however, the maximum is one week with pay.

There are considerable variations as to the qualifications required for eligibility for vacation. In two plants, 18 months' service is required for one week's vacation, in all others one year's service is required for eligibility. In some plants the one year need only be completed at the time vacation is taken, in others the year must have been completed by May 1 or June 1 of the year the vacation is taken, and in still others it must have been completed at the end of the previous calendar year. The total number of hours which must have been worked by an employee in the previous year to be eligible is stated in five agreements and varies from 1,500 to 2,000 hours.

Each year, permanently employed members of the union having 12 months or more of service in the employ of the Company shall be entitled to participate in the following vacation schedules; for 1 year's continuous service—1 week's vacation with pay; after 5 years' continuous service—1 week plus 1 day vacation with pay; after 6 years' continuous service—1 week plus 2 days' vacation with pay; after 7 years' continuous service—1 week plus 3 days vacation with pay; after 8 years' continuous service—1 week plus 4 days vacation with pay; after 9 years' continuous service—1 week plus 5 days vacation with pay; after 10 years' continuous service—2 weeks' vacation with pay.

Further conditions as to vacations which are found in a good proportion of the agreements are shown in the following extracts from different agreements.

Pay for the vacation period will be computed by using the base rate paid to the employee in his regular occupation. For the computation of vacation pay, the schedule of hours shall be as follows: 48 hours for 1 week vacation, 56 hours for 1 week plus 1 day vacation, 64 hours for 1 week plus 2 days' vacation, 72 hours for 1 week plus 3 days' vacation, 80 hours for 1 week plus 4 days' vacation, 88 hours for 1 week plus 5 days' vacation, 96 hours for 2 weeks' vacation.

It is understood that an employee while on vacation is not to work or receive remuneration from other employers.

Vacations which are due during the year commencing June 1, 1944, must be taken during that year and cannot be accumulated for future

years. Vacations are not transferable and an employee cannot take pay in lieu of a vacation.

Payment is to be made on the regular pay day prior to the employee's vacation period.

In agreements for 16 plants vacation time is reduced by absenteeism.

Sickness and causes of absence beyond the control of the employee will not affect the vacation period. In addition to sickness, mentioned above, there will be allowed six full days' absence during each year without affecting the vacation period, provided the employee notifies his foreman the previous day. Absenteeism in excess of these six days will mean a deduction from the vacation period of one-half day for each absent day.

The question of vacation rights of employees who resign or who are discharged is dealt with in agreements for 23 plants. Two agreements provide that when employment is terminated for any reason, an employee will be paid for his vacation credit up to May 1, preceding the date of its termination. In all of the other 21 plants, however, those discharged or resigning voluntarily lose their vacation credits, except in four plants where they are paid for to the end of the employee's last completed year of service.

If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

In 37 agreements the question of determination of the time vacations are to be taken is covered. In 14 of these the Company reserves the right to schedule vacation times; in 8, the Company also reserves this right but agrees to endeavour to arrange a mutually satisfactory time; in 7, employees' requests as to the time of vacation are also to be considered; in 8 others, vacation schedules are arranged on the basis of seniority, subject to the approval of the management.

The Company shall have the final determination as to when each employee shall take such holiday but will co-operate in an endeavour to arrange a mutually satisfactory time. In case of any disagreement between employees regarding time of taking vacations, this shall be governed by seniority.

In seven agreements, some provision is made for employees obtaining leave of absence for personal reasons.

The Company may grant leave of absence in writing to any employee for legitimate personal

reasons, and any person who is absent with such written permission shall not be considered to be laid off, and his seniority shall continue to accumulate during his absence.

Wages

WAGE SCHEDULES

The agreements provide that minimum wage rates are to be maintained according to the wage schedules which are attached to them. These are detailed schedules giving rates for each occupation in the mills. In 13 of the agreements provision is made for the revision of these schedules during the term of the agreement. In two of these the question of wage rates may be opened by either party giving 30 days' notice when they will then be subject to collective bargaining. In five others, either party may request bargaining over wage rates, and if no agreement is reached either party may take steps as required by law for a revision. In the other six, either party may apply to the Regional War Labour Board for a revision of wage rates. (The minimum rate for the lowest paid (labourers) in the various agreements ranges from 35 cents to 63½ cents per hour.)

The wages now paid by the Company for all operations shall remain in force for the duration of the present agreement, except for increases authorized by organizations instituted by law, as hereinafter provided.

A schedule of the wages presently paid by the Company is annexed hereto to form part hereof and is signed by the parties for identification. It is understood, however, that during the present agreement the two parties may submit a joint petition in virtue of the Federal orders governing wages in wartime, or, if a joint petition is impossible each party may proceed individually before the organizations instituted under the authority of the War Measures Act, and having jurisdiction in the matter, and the wages determined by the Regional or National Boards shall be those which will prevail from the date fixed by the said Regional or National Boards.

RATES FOR NEW JOBS

When new jobs are created provision is made in 13 agreements for setting wage rates for them.

Rates of pay for new jobs will be determined by the Company and mutually agreed upon. When a new job involves a process, system or equipment of a type new to the mill or the department, a period of nine months will elapse before an attempt is made to settle by mutual discussion the permanent rate to apply to the job.

RATES FOR TRANSFERRED EMPLOYEES

In more than half of the agreements conditions are laid down for wage rates to be

paid to workers transferred to jobs having different wage rates from their own. In five agreements the employee is to continue to be paid at his old rate if transferred temporarily to a lower paid job, but in all cases (except for a short learning period for inexperienced workers) employees transferred to higher paid jobs are to receive the higher rate. In 26 agreements the employee transferred is to receive the rate for the job to which he is transferred whether higher or lower than his own rate.

Whenever an employee on the hourly payroll works for one shift or more in a temporary position which draws a higher rate of pay than his regular position, he shall receive the rate of pay for the position for the full number of hours worked thereon. This regulation only applies, however, when a man acts as a fully qualified substitute and not as a learner or apprentice.

Conversely, if it is necessary to demote, transfer or reduce an employee to a position drawing a lower rate of pay than that of his regular position for one full shift or more, he shall receive the lower rate of pay for the number of hours worked.

WOMEN'S WAGES

Due to the shortage of labour during the war, women have been employed at some work formerly done by men, and ten agreements provide for lower wage rates in cases where women workers do not fully replace men at the work.

When a woman completely takes over a job formerly held by a man and maintains the normal standards of such job, she shall receive the established job rate for that job. However, where it is necessary for another employee to assist the woman to learn the said job, the learner shall receive the base rate of 59 cents per hour for women during that period.

Apart from the above work by women in wartime, three agreements mention women's work particularly.

All clauses of this agreement apply to female help as well as male help.

Where it is necessary to modify a job presently held by a man, the rate for women for all such jobs shall be 59 cents per hour. A modified job shall mean a job with a substantial reduction in the normal standards of such job.

HANDICAPPED EMPLOYEES

Five agreements provide for lower rates for such employees.

When employees become aged or are not physically fit to do ordinary work, the Company may consider the advisability of placing them in light work. The number must be limited in the interest of efficiency, but as long as this is not impaired, sick employees must be helped as far as possible. The rates of pay for such employees may be set at the discretion of the Management, but in no case must they be lower than authorized by the Minimum Wage Commission.

DISMISSAL WAGE

Agreements for four plants have this provision. In one agreement this is payable after five years' service, and in the other three after ten years' service.

In the event of an employee, who has had ten years' continuous service or more with the Company, being discharged, he shall be entitled to receive fifty hours' pay.

Apprenticeship

No detailed apprenticeship plans are given in any of the agreements, except one. Agreements for 12 plants mention that an apprenticeship system is in effect. This system is stated by 7 of these to be in the mechanical trades. Under 6 other agreements the company may have a limited number of apprentices according to the plan established by the company. In 9 agreements it is stated that the company may institute an apprentice system, and in three agreements there is an undertaking to establish such a system, when possible, in order to train employees from the community. Questions regarding progress of apprentices are to be discussed by the Mutual Interest Board, according to the terms of five agreements.

The wages for apprentices in eleven plants are as follows: 35 per cent of journeyman's minimum rate during the first year, 45 per cent during second year, 65 per cent during third year, 85 per cent during fourth year.

The following clauses are quoted from the one agreement to which apprenticeship regulations are attached.

Terms of apprenticeship shall be five years.

Apprentices must be not less than 16 years and no more than 19 years of age when commencing apprenticeship.

Two hundred and eighty-five working days shall constitute one apprenticeship year. If more than 285 working days are worked in any year, the surplus cannot be carried forward to the following year.

In case of lost time during apprenticeship, said lost time must be made up at the end of apprenticeship term and before receiving journeyman's rate.

Apprentices must not do work other than at their own trade.

Number of apprentices to each trade shall be one to each six journeymen or fraction thereof.

Apprentices must attend night classes in their respective trades for the first two years of their apprenticeship, or suitable correspondence course.

Helpers shall not be eligible to become journeymen. (Helpers employed at the present time shall not be governed by this ruling.)

When an apprentice has completed his apprenticeship he shall immediately hold two years' seniority as a journeyman with the Company.

Apprentices must not work on shift work or on nights until two years of their apprenticeship have been completed.

Trades defined: All mechanical trades.

Safety, Health and Welfare

Safety and health measures form part of all mill rules on file in the Department of Labour for this industry. Practically all provide for the reporting of all accidents, most mention the giving of first aid treatment. The majority insist that safe clothing must be worn by employees and that safeguards may not be removed from machines except by order. Many agreements restrict the use of elevators; some give employees the right to refuse to do dangerous work.

Safety organizations for the prevention of accidents and improvement in safety and sanitation exist in at least 15 plants, and in 30 plants the employees or the union definitely undertakes to co-operate in promoting safety at the mill. In the majority of agreements it is stated that in case of fire, all employees must assist in fire fighting, if required. The majority of agreements cover individual responsibility for condition of the plant.

Nine agreements provide for the medical examination of prospective employees, 8 for the medical examination of men eligible for promotion, although in four of these this may be done with the employee's consent. Three agreements provide for the examination of men being rehired after layoffs, and 7 for the examination of men returning to work after being absent due to sickness.

There are health insurance plans at a number of plants which do not form part of the agreement, but in agreements for 6 plants these plans are mentioned. The services of a mill nurse are also noted in a few agreements.

Group life insurance plans are referred to in a few agreements, although here also there are plans at many other plants which are not mentioned in the agreements.

All employees must co-operate to the fullest extent possible in promoting the safety of the mills of the company.

Safe Clothing.—Employees must not wear clothing which can readily become entangled in machinery. Clothing not in use must be kept in lockers provided for this purpose.

Safeguards.—Safeguards must not be removed except by order of the Superintendent or Foremen of Department. If removed, they must be immediately replaced.

Elevators.—All employees are forbidden to use elevators for other than freight purposes. Elevators are to be used for freight purposes only, except as especially authorized.

Reporting of accidents.—All accidents must be reported at once by the injured employee when possible, and by the Superintendent of the Department in which the injured man is employed, to the Time Office or to the Secretary of Safety.

Stopping machinery.—In the interest of safety every new employee shall be instructed exactly how to stop machinery which he is required to work around regularly.

Shoes.—Shoes shall be worn in machine room.

First Aid.—All employees, when injured, must promptly avail themselves of the First Aid facilities provided at the Mill.

Dangerous work.—It is recognized that in the paper industry, there is a certain amount of hazardous or dangerous work. However, every precautionary safety measure must be taken to minimize the risk in such work. Employees are not to be expected to do dangerous work. If ordered to do dangerous work, employees may refuse without penalty on the grounds of danger.

Safety Organization.—A safety organization for the prevention of industrial accidents and improvements in mill safety and sanitation will be maintained. All employees will co-operate fully in making known and eliminating dangerous and unsanitary conditions and practices.

Visiting Mill.—Employees who wish to visit the mill during other than their regular shifts, or for the purpose of escorting friends through the plant, must first secure a pass from the time office, or other authorized parties.

Individual Responsibility.—Everything in and about the plant shall be kept clean and in good order, and each employee will be held responsible for the condition of the part of the plant under his control.

Fire Fighting.—In case of fire, all employees must assist in preventing destruction of the company's property. Fire apparatus must not be removed from its place, or used, except in case of fire.

Medical examination.—All new employees who are engaged for permanent jobs must have a physical examination. This examination will be arranged and paid for by the company.

Mill Nurse.—Upon request of a sick employee the services of the mill nurse are available to give advice in the home.

Sickness Insurance.—One dollar (\$1.00) per month will be deducted from each employee and paid to the Company's contract physician. This assures the employee of adequate medical attention and also provides hospitalization in case of sickness.

Group Insurance.—Every employee who has applied for and obtained a policy in the Group Insurance Plan shall maintain such policy in good standing while the plan is in force. Every new employee shall be required to participate in the plan within three months of the date of his employment.

Mutual Interest Boards, Joint Committees

In agreements for 24 plants, a mutual interest board or a joint committee is set up for management-employee discussion of matters of mutual interest, such as safety, health, athletics, apprenticeship, etc. The number of meetings varies from three to twelve in the year.

The Mutual Interest Board shall consist of an equal representation of Union men and Management.

It shall be provided that a meeting may be held on the second Monday of each of the following months: February, April, June, August, October. . . . At this meeting may be brought up complaints from customers or the mill control department, production, quality, safety and health, athletics and apprenticeship.

Employees' suggestions and recommendations are asked for and promised consideration in 13 agreements.

Recommendations and suggestions from employees tending to improve the operation, efficiency, safety or other conditions throughout the plant are welcomed by the management, and will receive every consideration.

Discipline, Suspension and Discharge

Causes for which employees may be discharged are listed in 56 agreements; in 9 of these the causes listed may lead to either discharge or suspension.

Causes for discharge or suspension may be: bringing intoxicants into the mill; neglect of duty; smoking upon the Company's premises except in the designated places; giving or taking of a bribe of any nature as an inducement to obtaining work or retaining a position; failure to report for duty without good cause; destruction or removal of Company property; dishonesty; reporting for duty under the influence of liquor; refusal or failure to comply with the Company's rules; disorderly conduct; disobedience; poor workmanship; deliberate sleeping on duty; insubordination; contagious and communicable diseases; indictment for a criminal offence.

Nothing in these rules shall be deemed to restrain or limit the Company's rights to discharge employees for just cause.

In 20 agreements, foremen or superintendents are given authority to suspend any employee for violation of rules, etc., but in all cases, the matter is referred to higher officials of the company for decision. In 10 of these agreements detailed conditions for the application of discipline are set out. In 16 agreements provision is made for records of discipline, being kept by the company, and in some cases these records are to be made available to the union, on request.

Discipline of Mill Employees and Record of Same.—There shall be three separate penalties applied where it is necessary to inflict discipline on any of the employees of the Company, consisting of:

1. Personal reprimands by the mill manager. To be applied in cases of minor offences, when the mill manager is satisfied by the offending employee the offence will not be repeated.

2. Suspension from work (without pay) for periods of from one to fifteen days, according to the gravity of the offence and the previous record of the employee concerned. To be applied in cases of a first serious offence or continued or repeated minor ones when, in the judgment of the mill manager, proper conduct and discipline on the part of such employee can be secured without resorting to the penalty of dismissal.

3. Extreme penalty or dismissal from service. To be applied in all cases of flagrant or wilful violations of the rules of the Company, or the law of the land where a thorough investigation proves the employee concerned to be guilty and the mill manager is convinced dismissal is the only method by which discipline can be maintained. It may also be necessary to inflict this penalty in the case of an employee who persists in continued and repeated minor violations of the Company's rules as shown by the discipline record of such employee.

Application of Discipline.—Each department superintendent and foreman shall have the authority to temporarily remove from service any workman under their supervision who violates the rules of the Company or the law of the land while such workman is on duty or on the Company's premises.

Whenever a department superintendent or foreman exercises such authority, he shall furnish the mill manager a report stating his reasons including such recommendations as he considers the circumstances warrant. He shall inform the employee concerned of the reasons for such suspension and explain to him his right to appeal to the mill manager.

The mill manager shall notify the employee concerned to present himself at the mill office at a stated time in order that the cause of his suspension may be investigated and properly disposed of so far as the discipline to be administered is concerned.

The mill manager shall decide on the discipline to be inflicted after he has made a full investigation of all the circumstances connected with each case. If through further investigation it is found that the employee was unjustly suspended or discharged, he shall be reinstated without loss of pay.

Record of Discipline.—Complete records of each case of discipline administered including suspensions and dismissals from the service shall be kept in a separate file at the mill copy will be sent to the secretary of the union of which employee is a member.

This record shall consist of:

Offence charged, department superintendent's or foreman's report of same, mill manager's notice to employee to report for disposition of each case, final disposition of the case. Where the employee concerned has previous records of discipline entered against him, dates of such records shall be included

If an employee considers he has been unjustly suspended or discharged, 30 agreements definitely state that such cases may be handled through the regular grievance procedure set up for all grievances, or, in some cases, through a slightly different procedure.

A claim from a permanent employee that he has been unjustly discharged from his employment shall be treated as a grievance if a written statement of such grievance is lodged with the plant superintendent within three days after the employee ceases to work for the Company.

Under 48 agreements, employees found to have been unjustly discharged (in 16 of these, discharged or suspended) are to be reinstated and paid for lost time. This payment is limited in 6 agreements to two weeks.

Strikes and Lockouts

All strikes and lockouts during the life of the agreement are prohibited, in agreements for 68 plants, while in three others strikes may only occur with the sanction of the head offices of the international unions. Agreements for 5 plants prohibit strikes taking place because of the termination of the agreement, and in 15 plants such stoppages may only occur with the approval of the international union.

It is agreed that there shall be no strikes, walkouts, lockouts, or other similar interruptions of work during the period of this agreement.

Should any differences arise over grievances, there shall be no suspension or stoppage of work until every effort has been exhausted to adjust them through the regular procedure set up in this agreement, and in no case without the approval of the International officer of the union.

Should stoppages nevertheless occur, either through disputes or any other reason, 19 agreements provide for workers essential to the protection of property continuing at work.

In the event of cessation of operations due to any cause whatever, it is specifically agreed that the Company's property will be protected by the continuance at work of the following employees: electrical system operators, boiler room operators, pump house operators, mechanics and electricians looking after fire protection equipment, storemen, watchmen, office and first aid staffs, all of whom shall be designated by the Company.

Adjustment of Disputes

Procedure for the settlement of grievances is part of every agreement in this industry, and in agreements for every plant covered the disputes are to be referred to arbitration if the grievance procedure fails.

In 12 agreements provision is made for the setting up of adjustment committees by the local unions, for the purpose of presenting grievances of employees to the management. Although omitted from other agreements, the existence of such committees is often implied. (The International Brotherhood of Pulp, Sulphite and Paper Mill Workers have an adjustment committee in each local under the terms of their constitution.) A standing joint grievance committee is not common, but is mentioned in seven agreements.

Any grievance is to be taken up either directly by the employee or employees concerned or by the union, with their immediate supervisor. If not satisfactorily settled it is referred to higher company officials and, in 55 agreements, to the International president of the union (or president of the federation in the case of National Catholic Unions). The number of steps through which a grievance is taken before arbitration is resorted to varies from two to five, but three steps are the most common and are shown in agreements for 33 plants.

In most agreements there are limits as to the time allowed for settlement in each step, at the end of which time if no settlement has been reached, the next step will be tried. From two to 15 days are allowed for each step, but most agreements have these limits only for one or for less than all of the steps. In 27 agreements, however, a time limit is set for each step.

A few agreements have more complicated clauses, distinguishing between machinery used for minor disputes and major disputes, etc., but the great majority follow the pattern outlined above.

Standing Committees shall be maintained in each mill in the following manner:

The International Brotherhood of Paper Makers shall select from the local membership a standing committee of three, which shall represent their union for the specific purpose stated in this Section;

The International Brotherhood of Pulp, Sulphite and Paper Mill Workers shall select from its local membership a standing committee of three, which shall represent their union for the specific purpose stated in this Section;

In order to be eligible for membership on any such committee, an employee must have been actually engaged in the plant for one (1) year next preceding his selection.

Should there be any dispute or complaint as to the interpretation of any of the clauses of this agreement or any grievance arising out of the operation of this agreement, in any department of the plant, such dispute, complaint or grievance shall be reported by the local committee of the Union concerned. The department head concerned shall endeavour to adjust the complaint immediately but failing the adjustment of the complaint within forty-eight (48) hours, the matter may then at the discretion of the local committee be referred to the resident manager or his designated representative, who shall meet the committee and the department head concerned. The local committee may be assisted in such meeting by any International Officer of the Union concerned. If the resident manager or his designated representative fails to adjust any complaint so referred to him in a satisfactory manner within five (5) days, the local Union has the right to refer same to the International President (or his representative) of the Union whose member is involved. The International President of the Union may either personally or through his representative refer the matter in dispute to the President of the Company or his designated representative, provided that neither representative in such reference shall have previously

acted upon the case in accordance with this section.

If the President of the Company, or his representatives, and the President of the Union, or his representatives, are unable to reach a satisfactory settlement of the complaint within ten (10) days either party shall have the right to require that the complaint be referred to an impartial Board of Arbitration.

Arbitration

When the grievance machinery fails to adjust any dispute satisfactorily, agreements for every plant have provision for arbitration. In 4 agreements, disputes are to be submitted to the federal Department of Labour, in eight others to provincial Departments of Labour. Under all the other agreements arbitration boards are to be formed. The employer selects one member, the union or unions one member and these two are to choose a third arbitrator as chairman. If the first two appointed are unable to agree upon the third member, methods of choosing the chairman are given in several agreements, most commonly a request to the federal or the provincial Minister of Labour to appoint one.

A time limit before which the arbitration board must render a decision is fixed in about half of the agreements, of which 28 agreements fix a limit of 15 days. In practically all agreements the decision of the arbitration board is stated to be final and binding on both parties.

. . . it shall be referred to arbitration, the Company selecting one man and the organization selecting one man, and the two to select a third party who will convene and render a decision within fifteen (15) days; said decision to be final and binding to all parties to the agreement. In case the two men selected cannot agree on a third man, the Minister of Labour in the Province of . . . shall be requested to select a third man in the case of a deadlock.

Ninety-fourth Session of Governing Body of International Labour Organization

AT its 94th Session, held in London, England, from January 25 to 31, the Governing Body of the International Labour Office dealt with questions of employment policy, international industrial committees, maritime standards, and matters affecting the future of the I.L.O.

It was decided that the next Session of the International Labour Conference would be held in Paris, in October, 1945, and an agenda was prepared.

Canada was represented at the Governing Body meeting by Mr. Paul Martin, K.C., M.P., Parliamentary Assistant to the Minister of Labour, government delegate (in place of Mr. Arthur MacNamara, Canada's official government representative), and Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, workers delegate. Mr. Martin was accompanied by Messrs. Eric Stangroom of the Labour Department and A. A. Heaps, Unemployment Insurance Commission, as technical advisers.

Employment Policy

The Governing Body approved a report of its Employment Committee in which the Committee expressed satisfaction with the Bretton Woods proposals for an International Monetary Fund and an International Bank for Reconstruction and Development in regard to their purpose of improving international trade, and hence contributing to the productive resources of the member states and to the maintenance of high levels of employment.

The Committee also stated that it believed the problem of the employment of disabled workers to be a great urgency, and recommended that the International Labour Office should prepare a study on this subject and on the physical and industrial rehabilitation of, and supply of artificial limbs to, disabled workers and service personnel irrespective of the cause and nature of disablement.

The Office was also asked to prepare material containing statistical information on employment and unemployment and information on national and international measures, plans and studies to achieve and maintain a high level of employment.

Maintenance of high levels of employment during the period of industrial rehabilitation and reconversion was agreed upon by the Governing Body as an item for the agenda

of the next session of the International Labour Conference. A special report on the subject is being prepared by the Office.

International Industrial Committees

A full discussion took place on a proposal of the British Government that International Industrial Committees should be set up in the principal industries of international importance. The Governing Body decided to set up international industrial committees, which should be world-wide in their scope, in the following industries:—inland transport; coal mining; iron and steel; metal trades (other than iron and steel); textiles; building, public works and civil engineering; and petroleum.

By twenty-one votes to eight, the Governing Body agreed that the industrial committees should be tripartite in character but that this does not negate the right of each committee to appoint bipartite sub-committees or to arrange for parts of the meetings to be bipartite in character.

The names of the members of the Committees are to be communicated to the Office by the Governments of the countries which have been invited to participate. The employers' and workers' representatives are to be representative of the principal national organizations of employers and workers having a substantial membership engaged in the industry.

The Acting Director of the I.L.O. will convene the first meeting of each committee at an appropriate time. The agenda for each committee at the first meeting will consist of two items: the social problems of the industry during the period of transition from war to peace; and future international co-operation concerning social policy and its economic foundations in the industry. The future programs of the committees will be laid down by the committees themselves.

It was agreed that during the early stages of their development, the primary function of the industrial committees would be to facilitate the exchange of views between the parties concerned in regard to the problems of their respective industries; but that at a later stage the committees might take decisions which would be applied in a variety of ways. If such decisions recommended action by the International Labour Office, they

would be referred to the Governing Body, and in any case the Governing Body would be furnished with a report on each meeting.

It was agreed that Governments should enter into consultation immediately with employers' and workers' organizations in the industries for which committees were to be set up.

Constitutional Questions

A Special Committee on Constitutional Questions met under the chairmanship of Mr. Paul Martin, Canadian Government Delegate. The Governing Body passed a resolution affirming the desire of the I.L.O. for association with the world peace organization now being contemplated on terms which would permit the I.L.O. with its tripartite character, to make its best contribution to the general effort of the organization of international machinery for the better ordering of a peaceful and prosperous world while retaining for the International Labour Organization the authority essential for the discharge of its responsibilities under its Constitution and the Declaration of Philadelphia.

Report of Joint Maritime Commission

The report of the Joint Maritime Commission which met in London, January 8-12, was adopted by the Governing Body which thus decided that a Preparatory Technical Maritime Conference should be held in October, 1945, to consider, with a view to the formulation of international minimum standards, the following subjects: (a) wages; hours of work on board ship; manning; (b) leave; (c) accommodation on board ship; (d) food and catering; and (e) recognition of seafarers' organizations. The subjects of (f) social insurance; (g) continuous employment; and (h) entry, training and promotion would be dealt with if sufficient progress had been made in their preliminary consideration by special committees of the Joint Maritime Commission. The Governing Body further agreed to convene a maritime session of the Conference to meet early in 1946 to take final decisions on formal international agreements. The Governing Body also approved the suggestion that an international handbook containing technical details should be published by the I.L.O. on appropriate types of accommodation on board ship.

Italy and the I.L.O.

An application for readmission to the I.L.O. was received from Italy. The Governing Body decided to place the question on the agenda of its next session, with a view to preparing a report for the next session of the Conference. Meanwhile the Acting Director of the I.L.O. was authorized to appoint a representative in Rome to facilitate the supply of information to the Italian Government and to organizations of employers and workers.

Other Resolutions

A plan suggested by the Canadian Government Delegate, Mr. Martin to the effect that constituent states or provinces of a federal state be allowed representatives to accompany the official delegations to sessions of the Conference was favourably reported on and referred to the Standing Orders Committee.

A resolution by Mr. Percy Bengough, Canadian workers delegate, to permit a provincial government to ratify Conventions on behalf of that province only, was not acted upon, owing to lack of time at the meeting.

Next Meeting of Governing Body

The Governing Body accepted the invitation of the Canadian Government to hold its next session in Quebec at the beginning of June, 1945.

The Governing Body decided to set up a committee to advise the Office on standards of social policy in dependent territories and approved the names of members of various other committees.

Agenda of Next Session of Conference

The agenda of the next ordinary session of the International Labour Conference, to be held in Paris next autumn, will include the following items: the maintenance of high levels of employment during the period of industrial rehabilitation and reconversion; welfare of children and young workers; matters arising out of the work of the Constitutional Committee; and minimum standards of social policy in dependent territories.

World Trade Union Conference

Delegates from Allied and Neutral Countries Meet in London to Set Up World Federation

CONVENED by the British Trades Union Congress, representatives of 53 Trade Union organizations met for a World Trade Union Conference in the County Hall, London, England, February 6 to 17, 1945. These organizations included 23 national Trade Unions in the Allied nations; nine in British Mandated Territories and Crown Colonies, fifteen international bodies and six Trade Union organizations in neutral countries, the last named attending for the first week in the capacity of observers.

There were altogether 135 delegates and 30 observers, representing 40 national organizations; seventeen delegates and one observer representing fifteen international organizations and twelve delegates and nine observers representing eight neutral organizations—a total of 204 members of the Conference. In addition, the Acting Director of the I.L.O. attended as an observer.

Origin of Conference

The Congress originated in a resolution of the British Trades Union Annual Assembly at Southport, England, in 1943. The resolution urged the convoking of a World Conference or representatives of the organized workers of all countries, as soon as war conditions permitted. The object in view was "to consider the most pressing problems, both of policy and organization affecting the interests of working people and thereby to promote the widest possible unity, in aim and action, of the International Trade Union Movement."

Preparations were made to hold the Conference in London, in June, 1944, but that meeting had to be postponed because of war conditions at that time. At a meeting of the Anglo-Soviet Trade Union Committee in London in September, 1944, the proposal was again presented and action was taken thereon by the British Trades Union Assembly held at Blackpool a month later. It was there decided to call a World Conference early in 1945. Representatives of the B.T.U. Congress, the All-Central Council of Trade Unions of U.S.S.R. and the Congress of Industrial Organizations of the United States were appointed to form a Preparatory Committee.

Work of Preparatory Committee

The Preparatory Committee held its first meeting in London early in December, 1944,

and drew up a provisional agenda and recommendations for Standing Orders to regulate the proceedings of the World Conference. It also made arrangements to issue invitations to Trade Unions in specified countries to send delegates to London on February 6, 1945. The agenda submitted by the Committee covered five points which were subsequently adopted by the Conference: (1) the furtherance of the Allied war effort; (2) the attitude of the Trade Unions towards the anticipated Peace settlement; (3) basis for World Trade Union Federation; (4) immediate Trade Union demands for the post-war period; (5) problems of post-war reconstruction.

At its second meeting on February 5, the Preparatory Committee decided among other things, that the officers of the Conference should comprise three Presidents, one each from Great Britain, U.S.S.R. and the U.S.A., and three Vice Presidents, one each from France, China and the Latin American Countries. The number and functions of the several Conference Committees were also determined. Four official languages were to be used at the Conference, namely, English, Russian, French and Spanish. The British Trade Union Conference was appointed to undertake the secretarial duties of the Conference, under the supervision of Sir Walter Citrine.

There were seven Canadian delegates at the Conference: Messrs. J. A. Sullivan, and J. A. Whitebone of the Trades and Labour Congress of Canada; Messrs. C. Millard, J. McGuire and P. Conroy of the Canadian Congress of Labour, Mr. N. Morgan, alternate, and Mr. C. Jackson, observer.

Mr. George Isaacs, M.P., Chairman of the British Trades Union Congress, presided at the opening meeting. Mr. Isaacs, Mr. V. V. Kuznetsov (U.S.S.R.) and Mr. R. J. Thomas (U.S.A) were elected joint Presidents of the Conference.

Furtherance of the Allied War Effort

In a lengthy Declaration on "the Furtherance of the Allied War Effort" the Conference called upon the workers of the United Nations not to relax their efforts for a moment, and to dedicate themselves "to the single task of increasing production and....., the all-out mobilization which speedy victory requires." The Conference pledged itself "to fight for the protection of the rights of the men and women

in the Armed Services and to safeguard their interests as they return to civil life." It called for the full mobilization of workers in "the fight to establish and maintain wage levels consistent with adequate living standards; equal pay for equal work without discrimination because of nationality, race, or sex, or against minority groups; better housing and social insurance; the proper rationing of food supplies and the strict enforcement of all collective agreements and Government orders and decrees for the protection of workers."

With respect to the peoples of liberated countries, the Conference demanded the establishment of the freedoms of speech, press, assembly, religion, political association and the right to organize labour unions, and urged full support in the rehabilitation of these countries. The unity of the United Nations was recognized and every help was promised in maintaining that unity during the war and in the peace to follow.

Delegates from Russia, Great Britain, United States and China described in considerable detail the war efforts of their respective countries and pledged anew their continued efforts to foster Allied unity and to defeat completely the Nazi and Fascist doctrines and armed forces.

Canadian Delegates Address Conference

Mr. P. Conroy, of the Canadian Congress of Labour sketched briefly Canada's contribution to the war effort since September, 1939. He said in part:

"Canada is a small country in terms of population, but is by no means a small country in terms of contribution to the war effort. When the guns started to roar again in 1939, we found ourselves with no army beyond a small Militia, with literally no navy, with practically no weapons, totally unprepared."

"Nevertheless, we rolled up our sleeves and set ourselves to the task. In five years we have sent over 1,000,000 men out of a population of 11,000,000 into the different branches of our Services. In the matter of production of implements of war—no small problem with only 11,000,000 people—we stand to-day next in rank to the Soviet Union and Great Britain. All the things that have been done by the Canadian people have been done on a voluntary basis and the only criticism we have to find is that we have not done enough."

"Canada does not believe that it is completely fulfilling its obligations in making its physical contribution during the period of hostilities." He continued: "We believe that

the final summation of our war efforts will be measured in accordance with the preparations that we make for the return of the men and women now fighting for us in Europe. That is the feeling with which we have come to this Conference. We come here with only one thing in mind, and I say this advisedly after listening to a somewhat controversial discussion during the last two days, and that is, instead of pressures and power politics being the guiding factor after the war, realism and common sense, in the widest sense of the term, must in the final analysis determine the future of the world." Mr. Conroy appealed to the Conference "to avoid pressures and power politics and to bring to our deliberations the maximum degree of common sense to the end that when this Conference breaks up and the delegates leave for home our divisions will have been eliminated. we shall have the maximum of world-wide unity."

Declaration on Peace Settlement

The Conference deemed it essential that "responsible and qualified representatives of the Trade Union Movement shall be associated with the peace settlement in all its phases." It commended the Atlantic Charter, the agreement reached at the Yalta Conference and urged stern measures to demilitarize Germany and Japan and exact retribution for the atrocities and destruction for which those nations had been responsible. It insisted that, under International Trade Union supervision, a democratic Trade Union movement be set up in Germany as soon as possible, and that Trade Union Funds confiscated by the Nazis be recovered and returned to the Unions of those countries from which funds and property were extorted. It acclaimed the purposes of the proposed international conference at San Francisco and urged "the speedy establishment of the Dumbarton Oaks plan for the constitution of a general assembly of all peace-loving nations with equal rights," and "the setting up of a Security Council vested with power to maintain peace." It considered it to be of vital importance that "The Trade Union Movement shall be closely and continuously connected with the new World organization of free people."

Mr. J. McGuire, of the Canadian Congress of Labour, urged the Conference to proceed with caution in formulating its policy with respect to the peace settlement. He recommended that all the proposals advanced at the Conference "be crystallized by the Peace Settlement committee and that another Conference of this character be convened within

six months..... for the specific purpose of giving careful consideration to and formulating a definite plan in respect of (1) the terms of the peace settlement; (2) the representation of Labour on all peace delegations and councils; (3) the representation of Labour on all administrative bodies to be established under the terms of settlement ..."

Post War Reconstruction

The Committee charged with drafting the Declaration on Post-war Reconstruction set forth "the following charter of basic Trade Union and workers' rights..."

"(a) Work people shall be free to organize themselves in Trade Unions and to engage freely in all normal Trade Union activities, including that of collective bargaining.

"(b) Work people shall be free to establish co-operatives and any other mutual aid organizations.

"(c) There shall be freedom of speech, press, assembly, religion and political association.

"(d) Every form of political, economic or social discrimination based on race, creed, colour or sex shall be eliminated and in this sense equal pay for equal work shall be established. In cases where young people are doing adult work they shall receive the adult rate of pay.

"(e) There shall be equality of educational and vocational opportunities for all people.

"(f) There shall be suitable employment available at adequate rates of pay for all requiring work.

"(g) There shall be adequate protection in all the circumstances of life where this is required to guarantee social and economic security to every citizen."

The speedy and universal introduction of a maximum working week of forty hours, without loss of pay was advocated.

Governments of the United Nations were urged to strengthen and support UNRRA in its work of relief and rehabilitation.

Basis for World Trade Union Federation

Mr. Sydney Hillman, delegate from the Congress of Industrial Organizations, U.S.A., introduced the discussion on the Basis for a World Trade Union Federation.

After commending the program under review at the Conference, Mr. Hillman asserted that the setting up of a World Federation involved more than a program, it was "a question of organization. And the question of organization is decisive". "It can be at-

tained only as the result of determined and consistent struggle", he stated. He foresaw powerful and well organized forces of reaction opposing this people's program, not only in enemy countries, "but in our own nations as well", and declared that "the C.I.O. supports the project of a new, single, powerful international Labour body that shall include all the unions of free countries on a basis of equality, excluding none and relegating none to a secondary place". He suggested as prerequisites of such an organization: (1) it must be established at once; (2) all Labour organizations which are sincere opponents of Fascism and consistent defenders of the rights and interests of the working masses should unite in one body; (3) An effective international labour organization should be democratically constituted. It must admit all Trade Unions of free countries on the basis of equality and all controls must come from within itself; (4) it must be capable of acting quickly and decisively, with out hesitation or prolonged consultation; (5) it must be equipped with a correct program which will serve the needs and protect the interests of the workers it represents.

Sir Walter Citrine, speaking on behalf of the British T.U.C., warned against the setting up of "an International which imparts into its operations political principles or philosophies" lest it should "endanger its stability and effectiveness". "Neither creed, religion nor politics should be allowed to separate us in the new International", he asserted.

On behalf of the British T.U.C., Sir Walter presented the following proposals for the new World Trade Union Federation:

"(1) That a Provisional Committee, fully representative of the National centres and the International bodies represented at this Conference should be immediately established.

"(2) The Committee shall commence its work immediately on the conclusion of this Conference. Its functions shall be to co-ordinate the recommendations of the Conference and submit them to the constituent bodies for ratification.

"(3) The Provisional Committee shall act as the interim authority for the World Trade Union Conference.

"(4) It shall be empowered to make such collective representations to the Governments of the Great Powers, for example, U.S.A., U.S.S.R., Great Britain, France and China, as circumstances may necessitate.

"(5) It shall be the body to implement such of the Conference recommendations as are adopted by the constituent bodies.

"(6) It shall prepare a draft constitution for the proposed World Trade Union Federation.

"(7) It shall circulate this draft constitution for approval to the constituent bodies, giving opportunity to them to submit amendments if they so desire.

"(8) The Committee shall be empowered to appoint such sub-committees as it may deem necessary.

"(9) It shall be empowered to call a conference for consideration of any amendments and for the adoption of the final constitution.

"(10) It shall be empowered to convene an emergency Conference should, in the opinion of the Provisional Committee, world developments necessitate such a course".

Mr. K. Nordahl, a delegate from the International Federation of Trade Unions, speaking on behalf of the Norwegian Trade Union Association, stated that "in our opinion an International Trade Union organization had to have as its condition a united Trade Union organization in the different countries". In spite of the difficulties brought about by the German occupation of Norway he felt sure that the Norwegian workers were "vividly interested in international unity in the Trade Union Movement". He asserted that the Norwegian delegation was, therefore, "in favour of a world association which embraces both the I.F.T.U. and all other bona fide national Trade Unions".

Speaking to the question as the representative of the Canadian delegation, Mr. P. Conroy assured the Conference, not only on behalf of the Canadian Congress of Labour, "but also the other representatives coming from my country, that we are willing, representing the workers of our country, to cooperate with any reasonable solution which will bring about a factual solution to the question of world unity..."

"It is our contention", Mr. Conroy concluded, "that amalgamation which requires all viewpoints to be focussed on the central reason of greater world unity must be conditioned not only by a desire but by an application which will not only develop greater responsibility in the world at large but more essentially develop greater responsibility at home."

Mr. J. A. Sullivan, delegate of the Trades and Labour Congress of Canada, was the Canadian representative on the Conference Committee on a World Trade Union Federation.

Conference Sets Up World Trade Union Committee

The Conference decided that a World Trade Union Conference committee of 41 members from 30 countries should be immediately established to commence its work at once and to "act as the authority until the World Trade Union Conference in reconvened". The Committee shall, among other things:

(1) act as agent of the Conference "to ensure Trade Union representation at the coming peace conference, and at all preparatory commissions or conferences; (2) prepare a draft constitution for the World Trades Union Federation for submission to the constituent bodies for approval or amendment; (3) reconvene the World Conference not later than the end of 1945 for the consideration and adoption of the constitution and for other business; (4) issue invitations to attend the reconvened conference and to affiliate with the new organization such other bodies as is considered desirable." The headquarters for this Committee are in Paris, France.

Rt. Hon. C. R. Atlee, M.P.

Arrangements had been completed to have Prime Minister Churchill address the Conference, but he was prevented from doing so, as he was in Conference with Marshall Stalin and President Roosevelt at Yalta. In his stead, the Deputy Prime Minister, Rt. Hon. C. R. Atlee, brought the greetings of the Government of Great Britain and Northern Ireland. He concluded his address by saying: "I have no doubt this great Conference will be the first of many parliaments of Labour in the years to come and that in the future, as in the past, World Trade Unionism may be a mighty force for freedom, peace and social justice".

Continuing Committee Meets

The Continuing Committee convened in London immediately following the close of the World Conference and decided: (1) to reconvene the Conference in September, 1945, in Paris, France; (2) an administrative committee was appointed to meet early in April in Washington; and (3) a committee will be named to present the World Labour Conference program to the United Nations meeting in San Francisco. A small interim committee will maintain headquarters in Paris.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning Employment and Unemployment across Canada.

The employment situation at the beginning of February, 1945, as reported by employers.—There was a continued important curtailment in general industrial activity at the beginning of February, repeating the situation indicated at mid-winter in six of the last seven years, according to the Dominion Bureau of Statistics. The crude index number of employment declined from 180.4 at the beginning of January to 178.9 at the beginning of February, 1945. This was 2.3 per cent below the February 1, 1944, figure of 183.2 (based on the 1926 average as 100).

The weekly per capita earnings increased from \$30.10 at January 1, 1945, to \$32.15 February 1, 1945. The average at February 1, 1944, was \$31.76 and at February 1, 1943 \$29.96.

The Bureau's reports come from firms employing fifteen or more employees representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports for January come from 15,074 establishments in the eight leading industries. The number of persons in recorded employment at February 1, 1945 was 1,820,842 as compared with 1,835,294 a month earlier.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit decreased from 20,412 in January 1945, to 14,990 in February. This was, however, an increase of 2,706 over February 1944.

Report on employment conditions, March, 1945.—The manpower requirements of Canadian industry rose steadily during the past month. At the same time there was a corresponding drop in the supply of workers available to meet this rising demand.

The labour demand in industries exclusive of agriculture, as reported by Employment and Selective Service Offices at March 22, 1945, totalled 104,004 persons. This was 9 per cent higher than the shortage of 95,001 workers reported one month earlier, although slightly less than labour requirements at the corresponding date one year ago.

Labour supply, as indicated by the number of applicants registered at employment offices but not yet referred to jobs, amounted to 54,481 at March 23, 1945. This was 9 per cent less than the number of applications recorded one month earlier, and little more than half the workers required at the reporting date, March 23.

Applications for employment; vacancies and placements, February, 1945.—Reports received during the four-week period February 2 to March 1, from the Employment and Selective Service Offices of the Unemployment Insurance Commission showed moderate declines in the average daily placements when compared with the preceding five weeks, December 29, 1944, to February 1, 1945, but a nominal decrease in comparison with the period February 4 to March 2, 1944. The most perceptible changes under the first comparison were losses in logging, services, public utilities and mining but increases were shown in construction, trade, manufacturing, finance and agriculture. Compared with the period ending March 2, 1944, advances were shown in services, trade, public utilities, finance and construction, and reductions revealed in all other industrial groups, the most noteworthy being in manufacturing. Vacancies notified during the period under review numbered 177,950. There were 174,369 applications for employment, and 119,386 placements were effected in regular and casual employment.

Unemployment in trade unions.—The percentage of unemployment among trade union members increased fractionally between October and January, though remaining less than one per cent. At the beginning of January the figure was 0.6 per cent, while at October 1, 1944, the last quarterly date, the figure had been 0.3. Compared with the preceding year, however, unemployment was somewhat less, the figure at the beginning of January, 1944, having been 0.8 per cent. At the beginning of 1939 unemployment had been 16.2 per cent.

The January, 1945, figure was based on returns received from 2,332 labour organizations having a total membership of 409,338 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribu-

tion at October 1, 1944, has been made by the Research and Statistics Branch of the Department of Labour. At that date it is estimated that 4,318,000 persons, 14 years of age and over.

were gainfully occupied of whom 3,293,000 were in non-agricultural industry, including 994,000 in war industry. In addition there were 777,000 persons in the Armed Forces.

The Employment Situation at the Beginning of February, 1945, as Reported by Employers

THERE was continued important curtailment in general industrial activity at the beginning of February, repeating the situation indicated at midwinter in six of the last seven years. Previously, employment had usually, though not invariably, shown partial recovery at February 1 from the year-end lay-offs. The 15,074 firms furnishing data to the Dominion Bureau of Statistics at the date under review reported a combined working force of 1,820,842, as compared with 1,835,294 at January 1. This decline of 11,452 persons, or 0.8 per cent, lowered the index number of employment (1926=100), from 180.4 at January 1, to 178.9 at the date under review, when it was 2.3 per cent below the February 1, 1944, figure of 183.2. Since the recession was contrary to the usual movement at February 1 in the experience of the period, 1929-37, used in calculating the factors of seasonal variation, the seasonally-adjusted index was also reduced, falling from 187.4 at January 1, to 185.9 at the date under review.

The resumption of operations on a more usual scale following the interruptions due to the year-end holidays brought about a substantial increase in the weekly payrolls reported at the beginning of February. These aggregated \$58,545,624, as compared with \$55,233,907 at January 1. The gain was six per cent. The per capita earnings, which had declined from \$32.19 at December 1 to \$30.10 at January 1, rose to \$32.15 at the latest date. The increase of \$2.05 in the weekly earnings at February 1 as compared with January 1 approximated that of \$2.07 indicated in the same comparison in 1944, which had then brought the February 1 average to \$31.76. In 1943, the mean at that date was \$29.96.

Improvement was indicated in manufacturing at the beginning of February, when the gain of 12,001 persons, or 1.1 per cent, was below the average at midwinter in the years since 1920, although it exceeded the advance at February 1, 1944. The increase over January 1 took place largely in the manufacture of non-durable goods, the largest being in textile factories. The trend was also favourable in the manufacture of durable goods, mainly in iron and steel plants. Among the non-manufacturing divisions, logging showed

little general change; considerably greater activity was reported in mining, while curtailment, largely seasonal in character, was indicated in communications, transportation, construction and maintenance, services and trade. The most pronounced losses were those of 5,342 persons in transportation, 10,458 in construction, and 12,642 in trade.

Payrolls

The salaries and wages distributed at February 1 by the co-operating employers totalled \$58,545,624, exceeding by \$3,311,717, or six per cent, the weekly payroll reported on or about January 1, when the disbursements had been affected by the observance of the year-end holidays. The per capita earnings advanced from \$30.10 at January 1, to \$32.15 at the first of February, as compared with \$31.76 at February 1, 1944, \$29.96 at February 1, 1943, and \$27.65 at February 1, 1942.

The latest survey shows that, including the statistics for financial institutions, the number of persons in recorded employment was 1,887,418, as compared with 1,901,724 at January 1. The sums distributed in weekly salaries and wages among these persons amounted, to \$60,731,173, while those employed at January 1 had received \$57,393,068. The per capita figure for the nine main industries, including finance, was \$32.18, as compared with \$30.18 at the beginning of January, and \$31.76 at February 1, 1944.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the larger cities, and gives comparisons as at January 1, 1945, and February 1, 1944. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls monthly from 1941.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table II indicates that in the period for which data

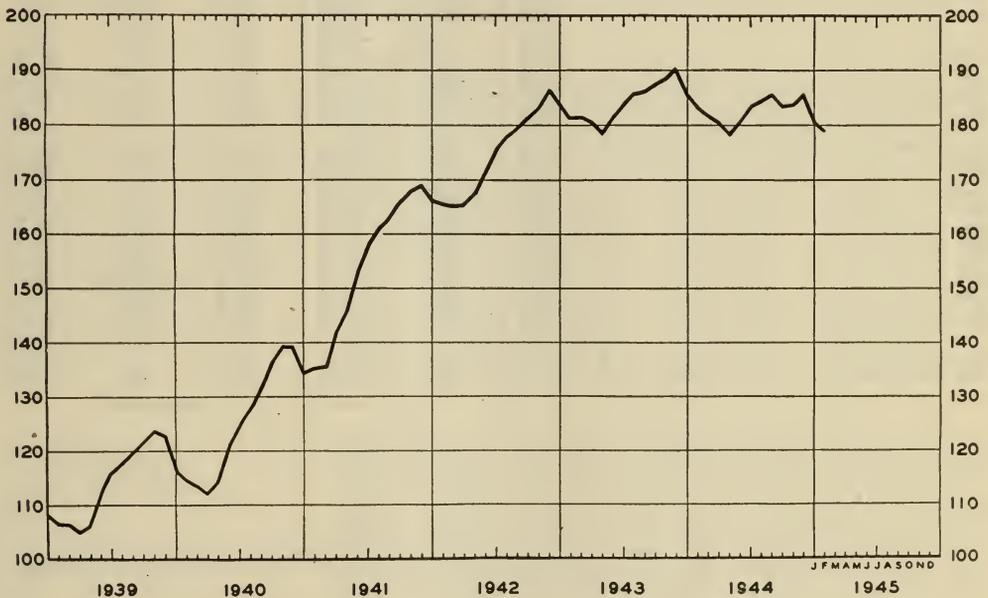
are available, there has been a general increase of 17.2 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly salaries and wages of these persons have risen by 46.4 per cent. Including finance, the gain in employment from June 1, 1941, to February 1, 1945, amounted to 17 per cent, and that in payrolls, to 45.6 per cent. The explanation previously given for the much greater rise in the payrolls than in employment may again be stated: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2)

manufacturing industries, the index of employment in factories having risen by 28 per cent from June 1, 1941, since when the index of payrolls has advanced by 62.6 per cent. The weekly earnings of the typical individual engaged in factory work have increased by 29.3 per cent, while the all-industries' average has gained by 27.3 per cent. The factors given above as influencing the all-industries' trends operate with greater force in the case of manufacturing.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their absorption into the basic wage-rates as from February 15, 1944, (3) the progressive upgrading of employees as they gain experience in their work, and (4) the payment of higher wage-rates in a number of cases.

Mainly as a result of wartime conditions, the expansion in employment and payrolls in manufacturing in the period of observation has been much greater than that in the non-

associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent of which casual labour is used. The degree of skill generally required of workers in the industry is obviously also an extremely important factor.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100,
TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.3	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.05

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at February 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at February 1, 1945, January 1, 1945, and February 1, 1944, with Comparative Figures for February 1, 1944, where Available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at Feb. 1, 1945	Aggregate Weekly Payrolls at Feb. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of								
						Employment			Aggregate Weekly Payrolls					
			Feb. 1, 1945	Jan. 1, 1945	Feb. 1, 1944	Feb. 1, 1945	Jan. 1, 1945	Feb. 1, 1944	Feb. 1, 1945	Jan. 1, 1945	Feb. 1, 1944			
(a) PROVINCES		\$	\$	\$	\$									
Maritime Provinces	137,613	4,320,844	31-40	27-73	29-95	118-0	119-8	116-2	170-0	152-1	160-0			
Prince Edward Island.....	2,550	65,233	25-58	25-29	25-03	115-5	115-0	118-4	140-0	137-9	138-6			
Nova Scotia.....	80,240	2,688,084	33-50	28-28	31-61	114-6	111-9	113-1	170-7	140-6	159-7			
New Brunswick.....	54,823	1,567,527	28-59	27-09	27-73	124-2	132-9	121-5	170-2	172-4	161-5			
Quebec	561,699	17,171,036	30-57	29-04	29-98	120-2	121-5	126-2	153-6	147-4	151-1			
Ontario	760,196	25,063,706	32-97	30-39	32-97	114-3	114-2	114-1	138-9	128-0	138-8			
Prairie Provinces	200,271	6,334,029	31-88	31-48	30-99	113-3	116-3	113-1	137-5	139-5	133-8			
Manitoba.....	93,863	2,938,911	31-31	31-01	30-12	114-2	116-3	111-9	134-8	135-9	127-1			
Saskatchewan.....	38,533	1,190,395	30-89	30-64	29-67	105-8	110-8	101-6	129-7	134-8	120-5			
Alberta.....	67,875	2,254,723	33-22	32-60	32-83	116-5	119-6	121-8	146-1	147-2	151-4			
British Columbia	161,063	5,606,009	34-81	32-66	34-77	127-5	128-9	139-4	157-0	148-9	172-6			
CANADA	1,820,842	58,545,624	32-15	30-10	31-76	117-2	118-1	119-8	146-4	138-1	148-1			
(b) CITIES														
Montreal.....	274,222	8,800,363	32-12	29-61	31-47	125-6	125-5	135-3	158-2	145-8	167-0			
Quebec City.....	33,694	953,071	28-29	27-08	28-60	140-9	144-9	165-7	192-9	189-3	228-8			
Toronto.....	248,135	8,004,930	32-26	29-71	32-94	124-9	125-8	128-8	149-7	139-0	158-0			
Ottawa.....	22,229	631,862	28-43	27-11	27-17	111-4	116-0	107-1	136-9	136-1	126-4			
Hamilton.....	59,972	2,012,765	33-56	30-05	33-80	112-7	111-1	110-9	137-2	121-3	136-4			
Windsor.....	38,616	1,707,772	44-22	36-29	44-48	122-1	123-6	129-2	142-8	118-6	150-9			
Winnipeg.....	62,222	1,791,866	28-80	27-85	28-25	120-5	122-6	119-3	137-0	134-7	132-9			
Vancouver.....	80,469	2,736,644	34-01	31-22	34-17	157-1	157-1	179-0	201-8	185-5	233-5			
Halifax.....	25,985	856,350	32-96	28-18	.....	155-0	146-5	.....	217-9	176-0	.....		
Saint John.....	14,369	431,569	30-03	27-33	.....	137-3	143-6	.....	193-9	184-5	.....		
Sherbrooke.....	9,142	236,025	25-82	23-99	.....	106-0	105-5	.....	130-7	120-9	.....		
Three Rivers.....	9,826	283,059	28-81	27-48	.....	123-3	126-7	.....	139-5	136-7	.....		
Kitchener-Waterloo.....	16,303	490,596	30-09	27-42	.....	111-2	107-8	.....	147-8	131-2	.....		
London.....	21,305	628,105	29-48	27-52	.....	119-8	117-7	.....	140-3	128-6	.....		
Fort William-Port Arthur.....	15,548	560,469	36-05	35-87	.....	111-0	110-5	.....	149-4	148-0	.....		
Regina.....	9,742	281,354	28-88	27-11	.....	108-1	117-5	.....	135-7	138-6	.....		
Saskatoon.....	5,906	158,448	26-83	25-94	.....	120-2	124-3	.....	146-2	144-3	.....		
Calgary.....	17,215	531,039	30-85	30-59	.....	114-8	116-7	.....	138-6	139-6	.....		
Edmonton.....	16,234	468,665	28-87	27-40	.....	124-8	127-8	.....	149-8	145-6	.....		
Victoria.....	13,890	474,958	34-19	31-28	.....	166-3	169-0	.....	226-7	210-8	.....		
(c) INDUSTRIES														
Manufacturing	1,127,283	37,258,246	33-05	30-22	32-78	128-0	126-6	135-3	162-6	147-1	170-6			
Durable Goods ¹	589,577	21,479,935	36-43	32-77	35-86	138-3	137-6	156-6	179-8	160-9	200-2			
Non-Durable Goods.....	519,702	15,103,553	29-06	27-05	28-54	119-2	117-1	116-3	145-9	133-5	140-0			
Electric Light and Power.....	18,004	674,758	37-48	36-80	37-67	94-3	95-4	90-3	109-7	108-9	105-5			
Logging.....	93,797	2,357,050	25-13	27-02	24-94	197-3	197-7	171-7	249-4	268-4	218-5			
Mining.....	71,261	2,802,010	39-32	34-87	38-12	85-5	82-6	90-0	106-8	91-5	108-9			
Communications.....	29,545	928,734	31-43	31-20	30-64	113-4	113-9	108-1	131-7	131-3	122-2			
Transportation.....	152,327	5,938,859	38-99	38-77	35-99	119-6	123-8	115-1	145-3	149-6	130-1			
Construction and Maintenance.....	114,784	3,440,782	29-98	28-84	29-85	64-7	70-6	65-2	85-0	89-2	85-3			
Services.....	47,597	937,561	19-70	19-23	19-43	115-9	117-7	114-6	141-9	139-1	136-9			
Trade.....	184,248	4,882,382	26-50	25-52	26-17	108-0	115-3	102-0	122-0	125-6	114-1			
Eight Leading Industries	1,820,842	58,545,624	32-15	30-10	31-76	117-2	118-1	119-8	146-4	138-1	148-1			
Finance.....	66,576	2,185,549	32-83	32-50	31-88	110-8	110-6	108-3	126-2	124-7	119-8			
Total—Nine Leading Industries	1,887,418	60,731,173	32-18	30-18	31-76	117-0	117-9	119-3	145-6	137-6	146-9			

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable good includes the remaining manufacturing industries, as listed in Tables 4 and 7, with the exception of electric light and power.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,
(AVERAGE CALENDAR YEAR 1926=100)
(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1929.....	110.5	104.6				105.9	117.0	113.1				96.4
Feb. 1, 1930.....	111.6	112.1				108.2	117.1	109.8				99.9
Feb. 1, 1931.....	100.7	110.6				98.8	101.7	101.0				93.8
Feb. 1, 1932.....	89.7	99.9				85.9	92.7	91.3				77.5
Feb. 1, 1933.....	77.0	76.5				75.7	78.9	80.4				68.0
Feb. 1, 1934.....	91.4	101.3				88.5	95.3	84.7				84.1
Feb. 1, 1935.....	94.6	100.1				89.5	100.2	89.2				89.6
Feb. 1, 1936.....	98.4	102.2				95.2	102.4	93.7				94.1
Feb. 1, 1937.....	104.1	107.5				106.7	108.4	91.4				91.3
Feb. 1, 1938.....	110.4	112.3	76.0	116.4	109.6	114.5	116.2	91.7	91.1	89.0	94.4	96.4
Feb. 1, 1939.....	106.5	100.5	79.2	107.8	92.9	113.0	109.2	93.9	89.2	96.0	99.9	96.2
Feb. 1, 1940.....	114.4	118.4	85.1	124.9	112.5	116.0	120.2	100.8	96.2	98.0	109.6	100.0
Feb. 1, 1941.....	135.2	135.2	130.6	142.7	126.3	139.4	143.4	112.2	107.7	108.4	121.7	118.0
Feb. 1, 1942.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Feb. 1, 1943.....	181.2	167.4	108.3	184.1	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Feb. 1, 1944.....	183.2	177.1	126.8	189.9	163.9	198.5	184.8	145.1	139.6	129.5	163.8	188.0
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Relative Weight of Employment by Provinces and Economic Areas as at Feb. 1, 1945....	100.0	7.6	.2	4.4	3.0	30.8	41.8	11.0	5.2	2.1	3.7	8.8

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area; to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Feb. 1 1945	Jan. 1 1945	Feb. 1 1944	Feb. 1 1940
Manufacturing	61.9	215.0	212.7	227.3	120.5
Animal products—edible.....	2.5	222.9	228.4	210.5	132.5
Fur and products.....	.2	130.7	131.9	120.9	102.4
Leather and products.....	1.6	139.7	135.5	138.6	125.8
Boots and shoes.....	1.0	128.0	125.2	124.3	125.0
Lumber products.....	3.5	117.3	115.2	113.6	80.0
Rough and dressed lumber.....	1.8	93.2	91.1	86.6	66.3
Furniture.....	.7	128.6	126.8	111.5	89.2
Other lumber products.....	1.0	197.9	195.2	217.4	117.6
Musical instruments.....	.03	29.2	29.3	34.4	84.6
Plant products—edible.....	3.0	165.4	165.4	155.7	116.0
Pulp and paper products.....	4.7	137.1	135.8	132.8	111.4
Pulp and paper.....	2.0	121.7	119.9	117.0	98.5
Paper products.....	.9	210.1	208.1	211.2	138.9
Printing and publishing.....	1.8	132.7	132.3	127.5	118.6
Rubber products.....	1.3	181.3	174.1	149.5	108.6
Textile products.....	7.6	159.7	152.8	157.7	138.5
Thread, yarn and cloth.....	2.7	160.0	153.8	159.0	153.2
Cotton yarn and cloth.....	1.2	111.5	109.7	114.0	118.8
Woolen yarn and cloth.....	.7	169.3	163.6	171.7	163.1
Artificial silk and silk goods.....	.6	622.8	566.1	578.4	502.9
Hosiery and knit goods.....	1.2	148.8	143.0	147.5	135.9
Garments and personal furnishings.....	2.7	158.1	150.5	157.5	124.6
Other textile products.....	1.0	180.9	171.4	170.5	122.7
Tobacco.....	.7	152.3	142.2	153.1	164.0
Beverages.....	.8	252.3	260.1	233.4	166.7
Chemicals and allied products.....	4.3	609.2	602.8	621.6	180.2
Clay, glass and stone products.....	.8	133.4	131.0	137.8	84.7
Electric light and power.....	1.0	141.4	143.0	135.4	132.2
Electrical apparatus.....	2.5	306.9	308.9	327.4	139.4
Iron and steel products.....	22.5	300.6	299.5	345.5	113.7
Crude, rolled and forged products.....	1.9	250.1	247.4	248.2	153.5
Machinery, (other than vehicles).....	1.3	223.4	219.9	226.7	124.8
Agricultural implements.....	.6	132.8	130.7	133.7	68.4
Land vehicles and aircraft.....	9.5	274.1	277.9	315.2	107.6
Automobiles and parts.....	2.4	289.8	289.0	302.9	155.4
Steel shipbuilding and repairing.....	3.2	1343.3	1323.6	1546.4	57.5
Heating appliances.....	.3	180.6	177.1	168.7	123.4
Iron and steel fabrication (n.e.s.).....	1.2	304.3	297.4	297.2	132.2
Foundry and machine shop products.....	.6	239.3	233.2	281.2	118.1
Other iron and steel products.....	3.9	331.4	324.8	405.5	121.4
Non-ferrous metal products.....	3.0	384.7	382.2	475.9	164.0
Non-metallic mineral products.....	.9	212.3	208.2	212.6	158.4
Miscellaneous.....	1.0	356.0	352.2	368.2	148.6
Logging	5.2	312.3	313.0	271.8	227.2
Mining	3.9	151.5	146.4	159.5	168.4
Coal.....	1.5	97.2	91.2	101.7	94.7
Metallic ores.....	1.8	262.9	256.8	291.4	354.5
Non-metallic minerals (except coal).....	.6	162.2	162.8	151.0	123.7
Communications	1.6	110.2	110.7	105.1	82.7
Telegraphs.....	.4	127.4	128.7	129.5	93.3
Telephones.....	1.2	105.5	105.8	98.4	79.8
Transportation	8.4	118.2	122.3	114.2	83.3
Street railways and cartage.....	2.6	186.7	192.7	178.1	126.2
Steam railways.....	4.8	107.2	107.7	104.2	76.2
Shipping and stevedoring.....	1.0	81.6	97.3	79.3	60.8
Construction and Maintenance	6.3	89.9	98.2	90.9	58.1
Building.....	2.0	83.3	87.2	100.0	48.4
Highway.....	2.0	89.9	115.8	87.2	72.0
Railway.....	2.3	96.5	93.3	85.0	55.0
Services	2.6	198.0	201.1	195.9	131.8
Hotels and restaurants.....	1.7	197.7	204.0	195.3	127.8
Personal (chiefly laundries).....	.9	198.4	195.9	197.0	138.7
Trade	10.1	169.4	180.8	159.9	136.4
Retail.....	7.5	177.3	192.9	168.1	141.9
Wholesale.....	2.6	150.1	150.7	138.9	121.9
Eight Leading Industries	100.0	178.9	180.4	183.2	114.4
Finance		128.6	128.4	125.7	113.6
Banks and trust companies.....		133.0	132.6	129.8	105.4
Brokerage and stock market.....		151.9	149.4	129.9	203.5
Insurance.....		121.5	121.4	119.7	118.9
Total—Nine Leading Industries		176.5	177.9	180.4	114.4

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, March, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE labour needs of Canadian industries rose sharply during the four-week period February 22 to March 22. With an unusually early spring prevailing throughout Canada, many farmers who were working on temporary permits during the off-season, have returned to the farm. Their return to agriculture, in many cases before their permits have expired, presents a particularly difficult problem as many of these able-bodied men have been working at heavy jobs in the mines, smelters and foundries, and suitable replacements for the husky type of worker are difficult to find. Some relief may be expected on the termination of logging and river driving, but this will not provide a solution to the problem since many of the men released will also be returning to agriculture.

The labour shortage in all industries, exclusive of agriculture, totalled 104,004 at March 22, 1945 and represented an increase of almost 10 per cent over the demand for 95,001 workers at February 22. When compared with the labour requirements of 108,001 at March 23, the corresponding reporting date

in 1944, the labour market would appear to be somewhat easier this year. Increased demand during the past month was apparent in all industries with the exception of logging, in which a substantial decline was reported. Male labour requirements of 71,128 at March 22, were 8 per cent higher than the demand a month earlier when 65,765 men were needed. Table I shows net labour demand¹ by main industry group and by sex, as at March 22, 1945, with absolute and percentage changes in total demand from February 22.

The number of applicants registered at Employment and Selective Service Offices throughout Canada who had not been referred to jobs at March 23 totalled 54,481. This was a reduction of 5,422 from the number recorded a month previously when there were 2,302 fewer male applicants and 3,120 fewer females. Thirty-six per cent of the unreferred applicants² at March 23 were unskilled workers; an additional 31 per cent were skilled and semiskilled, while other groups, including clerical, sales and service workers, made up the remainder. Table II shows labour demand and supply, by main occupational groups and by sex, as at March 23, 1945.

An increasing number of war veterans and handicapped persons are applying for jobs and their placement is being facilitated by the excellent co-operation of employers. Even though the demand from industry is mainly for men for heavy work, these persons are being satisfactorily placed in suitable light jobs or administrative positions.

Net Labour Demand in A and B Priority Industries

The release of farmers from other essential industries is reflected in the marked increase in demand for labour in the high priority war and essential civilian industries. At March 22, 1945, the need for 73,036 additional workers was 9 per cent in excess of the labour demand in high priority industries at February 22, one month earlier, and comprised 69 per cent of the labour requirements of all industries at March 22. Within this A and B priority industry group, the reported shortage of 11,158 workers in logging camps was 5,569 less than the number required at February 22; on the other hand, demand for workers in high priority mining and manufacturing industries increased from 31,667 to 38,222 and at March 22 constituted 52 per cent of the labour needs of all high priority industries.

Logging

The early spring break-up has forced contractors in many areas to curtail woods opera-

tions and much of the winter's cut will have to be left in the bush. In the Maritime Region, where heavy rains and snow have hampered operations, production in some areas will be below earlier expectations. In the Prairie Region, the past season has been generally much more satisfactory than in previous years and production has increased sharply in all areas. Hauling operations are still being carried on, although the spring thaws are interfering somewhat with the work. There was still a reported demand for 11,158 workers in this industry at March 22, but this

¹ *Net Labour Demand* is calculated by deducting unconfirmed referrals from unfilled vacancies. *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

² Applicants who have not been referred to jobs as at the date indicated.

TABLE I.—NET LABOUR DEMAND BY INDUSTRY AND BY SEX, AS AT MARCH 22, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from February 22, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	7,354	16	7,370	-3,332	-31.1
Lumber.....	3,059	15	3,074	-2,068	-40.4
Other Logging.....	710	4	714	-149	-17.3
Total.....	11,123	35	11,158	-5,569	-33.3
Mining and Manufacturing—					
Coal Mining.....	1,352	—	1,352	+101	+8.1
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	1,217	157	1,374	+273	+24.8
Nickel.....	941	—	941	+221	+30.7
Other Base Metals.....	1,343	13	1,356	+563	+71.0
Other Mining and Oil Producing.....	823	8	831	+40	+5.1
Aircraft and Parts.....	973	224	1,197	+308	+34.6
Shipbuilding and Repairs.....	2,379	83	2,462	+349	+16.5
Guns and Ammunition.....	2,671	651	3,322	+786	+31.0
Mechanical Transport and Armoured Fighting Vehicles.....	1,056	267	1,323	+487	+58.3
Secondary Metal Industries (excluding Machinery and Equipment).....	3,221	351	3,572	+977	+37.6
Electrical Machinery and Equipment.....	604	336	940	+134	+16.6
Other Machinery and Equipment.....	2,251	153	2,404	+604	+33.6
Chemicals and Non-Metallics.....	2,006	464	2,470	-238	-8.8
Food Processing.....	2,107	899	3,006	+821	+37.6
Textiles and Products.....	1,941	4,010	5,951	-128	-2.1
Wood Products.....	2,316	168	2,484	+577	+30.3
Pulp and Paper.....	703	278	981	+175	+21.7
Rubber and Leather.....	997	512	1,509	+359	+31.2
Other Manufacturing.....	427	320	747	+146	+24.3
Total.....	29,328	8,894	38,222	+6,555	+20.7
Construction.....	1,906	31	1,937	-211	-9.8
Transportation.....	4,525	251	4,776	+980	+25.8
Other Public Utilities.....	983	605	1,588	+500	+46.0
Public and Professional Service.....	2,040	2,693	4,733	+1,284	+37.2
Trade, Finance and Other Service.....	3,131	5,434	8,565	+1,528	+21.7
Total A and B Priority Industries.....	53,036	17,943	70,979	+5,067	+7.7
C and D Priority Industries—					
Logging.....	5	1	6	-2	-25.0
Mining.....	554	—	554	+147	+36.1
Manufacturing.....	5,267	7,641	12,908	+139	+1.1
Construction.....	3,475	17	3,492	+986	+39.3
Public Utilities.....	340	35	375	-18	-4.6
Trade.....	3,721	2,527	6,248	+1,167	+23.0
Finance and Insurance.....	942	663	1,605	+252	+18.6
Service.....	3,788	4,049	7,837	+1,265	+19.2
Total C and D Priority Industries.....	18,092	14,933	33,025	+3,936	+13.5
GRAND TOTAL.....	71,128	32,876	104,004	+9,003	+9.5

TABLE II.—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT MARCH 23, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,880	401	2,281	1,327	312	1,639
Clerical Workers.....	1,913	4,317	6,230	2,344	4,089	6,433
Sales Workers.....	1,815	1,464	3,279	1,477	2,782	4,259
Service Workers.....	3,340	8,627	11,967	1,990	3,123	5,113
Fishermen.....	48	—	48	88	—	88
Skilled and Semiskilled Workers.....	34,657	8,778	43,435	13,833	3,030	16,863
Textile and Clothing Workers.....	1,709	6,150	7,859	270	853	1,123
Loggers.....	9,949	—	9,949	180	—	180
Miners.....	1,682	—	1,682	170	—	170
Construction Workers.....	3,077	—	3,077	4,673	—	4,673
Metalworkers.....	5,762	430	6,192	2,338	495	2,833
Other Skilled and Semiskilled Workers.....	12,468	2,198	14,666	6,202	1,682	7,884
Unskilled Workers.....	27,439	9,008	36,447	14,731	5,355	20,086
Total.....	71,092	32,595	103,687	35,790	18,691	54,481

was a decrease of 5,569 from the shortage one month earlier. Substantial decreases in demand were reported in all regions except the Pacific where the need for workers was larger by 17 per cent, standing at 1,240 at March 22.

Mining and Primary Smelting

Many agricultural workers employed on a temporary basis in high priority mining, primary smelting and refining during the winter months have returned to their farms, aggravating considerably the already existing manpower shortage. The increase in labour requirements in this industry (from 4,656 to 5,854) during the four weeks prior to March 22 was shared by all regions. A shortage of 1,352 workers in coal mines, where experienced miners and underground workers are urgently needed, was causing some slow-down in production in a few areas. Demand for additional men in the gold and base metal mines also increased somewhat during this period. Considerable prospecting is being carried on in this field and several new developments are being opened up in the Prairie Region. In an attempt to increase the production of essential steel, which is in short supply at this time, a 25 per cent increase in the demand for workers in the iron and steel industries was reported during the month under review.

Manufacturing

Total demand for labour in A and B priority manufacturing industries at March 22 stood at 32,368, a rise of 5,357 or 20 per cent over the shortage reported at the same date in February. Almost the entire increase in demand was for male labour, female labour requirements remaining at about the same level during the month. The following high priority manufacturing industries reported significant increases in labour demand during the month.

Guns and Ammunition.—Demand for workers in the guns and ammunition industries continued the upward trend which has been evident since the beginning of the year; 3,322 persons were needed at March 22 as compared with 2,536 a month earlier. In the manufacture of heavy ammunition (bombs, shells, mines, etc.) in which the greatest increase in demand was evident, male labour requirements increased during the month from 608 to 1,206, while the 426 women workers needed at March 22 represented an excess of 208 over the number required at February 22. On the other hand, plants turning out small arms ammunition needed 287 fewer workers than at the February date, with Quebec plants accounting for nearly all of the decrease in labour requirements.

Secondary Metals.—During the four-week period ended March 22 there was a sharp rise in male labour demand in the secondary metals industries (from 2,292 to 3,221). The chief reason for this rise is that foundries and other metal processing establishments have been hard hit by the return of agricultural workers to the farms. During the four weeks ended March 22, demand for males in plants turning out iron and steel foundry products grew larger by 205 to total 751; in the processing of non-ferrous metals, demand for males almost doubled during the month to amount to 592 at March 22; at the same time, manufacturers of heating apparatus were asking for 412 men, 126 more than a month previously.

Food Processing.—Net labour demand in high priority food processing at March 22 showed a rise of 38 per cent over that reported a month earlier. In the Ontario Region, 415 persons (191 men and 224 women) were needed in the canning and preserving industry, more than double the February 22 labour requirements. All regions reported an increased demand for labour in meat processing establishments with the Canada-wide requirements in this industry totalling 773 at March 22 as compared with 532 a month earlier. Similar increases were noted in plants turning out dairy products and grain mill products.

Wood Products.—During the month under review there was a decided increase in the labour requirements of the high priority wood products industry, the 2,484 workers needed at March 22 representing a 30 per cent increase over demand at February 22. More than four-fifths of the rise in demand was due to an increase in the male labour requirements of sawmills and planing mills (from 1,358 to 1,769). In the Pacific Region alone, these basic lumber mills were short of 536 men at the March date as compared with 291 a month previously. The manpower problems of lumber mills in some areas are being alleviated somewhat by the employment of men released from logging operations on account of the early spring break-up.

Construction

Although there has been some increase in activity in the construction industry the peak in demand for construction workers will not be reached for several weeks. The shortage of workers for high priority war and essential civilian construction dropped from 2,143 at February 22, to 1,937 at March 22. This decrease, however, was offset by a considerable rise in labour requirements for low priority projects. The demand for workers to complete military hospitals throughout Canada

has, for the most part, been met satisfactorily; work on these projects is progressing favourably except in some local areas, particularly Toronto and Hamilton, where good construction labourers are difficult to obtain.

Transportation

With the coming of warmer weather and the opening of the highways and the inland waterways, the need for additional workers in high priority transportation has risen considerably during the past month. Twenty-nine per cent of the demand in this industry at March 22 was in water transportation, with increases in the Ontario and Prairie Regions raising net labour demand to 534 and 435 respectively. Little change was reported during the month in labour requirements for steam railways; the 1,825 workers still needed at March 22 accounted for 38 per cent of the total demand in essential transportation.

Trade, Finance and Service

All regions reported an increased demand for workers in high priority trade, finance and service groups at March 22, when the need for additional workers totalled 13,298 (5,171 males and 8,127 females); this was an increase of 2,812 during the month. Thirty-six per cent

of the shortage was in public and professional service where 4,773 workers (2,040 males and 2,693 females) were needed. This was higher by 1,284 than the demand at February 22. Trade, finance, and service other than public and professional also reported an increased shortage of workers during this period when demand rose from 7,037 at February 22 to 8,565 at March 22.

The shortage of female workers in hotels and restaurants, as well as in hospitals and laundries is becoming more acute. Although many placements were made during the past month, demand for female workers in hotels and restaurants rose from 2,257 to 2,911 during this period. The need for 951 female workers in hospitals as at March 22, constituted an 18 per cent increase over the February demand. The tight situation with regard to female workers for domestic service continues, with few applicants available for this type of work. In the Maritime Region, classes for household workers are under consideration and efforts are being made to organize training schools in the near future.

Labour requirements in wholesale and retail trade have shown a slight improvement. At March 22 there was a demand for workers in these groups of 1,067 and 1,287 respectively, compared with 1,111 and 1,383 one month earlier.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended March 22, 1945.

Maritime Region

Agriculture.—While there has been little activity as yet, a heavy demand for farm labour is anticipated. The Nova Scotia Department of Agriculture is sending a representative to Newfoundland to recruit about 300 workers for the Annapolis Valley, and the Moncton office is of the opinion that the new compulsory order for the direction of unemployed males between 16 and 65 years of age will facilitate the filling of orders for maple sugar making.

Farmers who have been engaged in other essential occupations during the winter are returning home in steadily mounting numbers. Through the medium of radio and newspaper, employers have been advised of the expiry dates for temporary permits: all seasonal workers of Prince Edward Island, the Annapolis Valley and the south shore of Nova Scotia,

the Saint John River area up to Grand Falls and the southern portion of New Brunswick (including Westmoreland County) are to return to the land on or before April 1—in all other areas, by April 15.

Logging.—Operations have reached a standstill until the beginning of the river drive, for which many additional bushworkers will be needed. Heavy rains last Fall and very deep snow in late January have reduced the season's production as a whole, forcing a large number of loggers to leave the woods much earlier than usual. These men are employing the interval before agricultural activity begins in the cutting of their own fuelwood.

Coal Mining.—In spite of a persistent shortage of experienced miners for the working face, the collieries are all operating steadily. A strike affecting 1,000 men brought production to a standstill in the Stellarton area for several days during the past month, and 300 miners were idle for a week owing to flood conditions in the Allan Shaft Colliery in the same district, but production in both mines is again in full swing.

Manufacturing.—No major change is apparent in the industry's manpower requirements.

The steel plants at Sydney and New Glasgow continue to operate steadily, with some demand for heavy labour, difficult to meet on account of the nature of the work. The shipyards still make the heaviest inroads on the provincial labour force, with extensive orders not only for unskilled workmen, but also for highly qualified artisans. All shipbuilding establishments in the Halifax area share in this need. The shell plant at Fredericton, which suspended operations some time ago, has re-opened and is calling for workers, while other plants in the neighbourhood require skilled tradesmen to replace employees on military postponement. In the Saint John area, there is an over-all demand for factory labour, women to work in textile mills and brush factories in particular. All other textile plants and kindred industries throughout the region share in this need.

Construction.—The only present activity is displayed by small independent contractors, who will be busy through the summer on general repairs and house building in congested areas.

Transportation.—With passenger and freight movements continuingly heavy, the manpower needs of the railways are mounting steadily. At Halifax the Reserve Labour Pool has placed orders for 100 labourers, to replace farm workers.

Quebec Region

Agriculture.—By agreement with the Provincial Department of Agriculture, the expiry date for all temporary permits has been set at March 31 for the Montreal district and the Eastern Townships, and April 21 for other parts of the region. Although farmers now leaving the logging camps are returning directly home, poor conditions prevailing for maple sugar making have lessened the immediate demand for agricultural helpers, making it possible for some men employed in manufacturing establishments to remain longer away from the land.

Logging.—Exceptionally warm weather has forced logging contractors to leave a substantial part of their winter cut in the bush. With chopping completed in most areas, the only operations of any magnitude continuing during the lull before the Spring drive are those along the North Shore, and to a lesser extent in the Mont Laurier area, where hauling on a small scale is still possible.

In the Chandler area, bushworkers leaving the woods for Easter are planning to return only for the Spring drive, for which 950 deferred vacancies are on file; canvassers' permits to recruit the required labour have been extended to March 31. North of the St.

Lawrence, many of the 3,500 loggers prematurely released from the camps have been placed elsewhere on clearance orders, others have returned to their farms or have been absorbed into the aluminum plants, and only a small number have filed unemployment insurance claims.

Mining.—Little general improvement is apparent in the labour situation of the Quebec mines. Shortage of qualified miners in the Rouyn area is forcing owners to the tedious six-month process of training men, and various new properties, planning diamond drilling operations, while well supplied with helpers, are short of runners. Gold mines in the district are uniformly short-staffed, as in the Val d'Or neighbourhood, where the loss of farmers in April will aggravate the current manpower shortage.

Manufacturing.—War plants continue to make the greatest demand on the labour force. As a result of new contracts placed by the Department of Munitions and Supply, the Quebec shipyards are preparing for a busy season, with skilled, semi-skilled and unskilled labour in great demand. As yet, the exodus of agricultural workers from the heavy shell-filling plants has been satisfactorily offset by referrals, thus making it possible to meet production schedules without difficulty. The stepping-up of production in the aluminum plants is taking care of the unemployment in most of the towns where these plants are situated, but the office at Shawinigan reports that approximately 1,300 people in that vicinity are drawing unemployment insurance benefits.

Although one large mill in the Hull area is asking for another 200 to 225 men for April 15, other Quebec paper operators are reducing their production programs. There is, however, little diminution of the manpower shortage in the province's textile mills and kindred industries, which are continuingly understaffed. The low priority tobacco factories and distilleries share in this dearth of labour, to which minor lay-offs throughout the region have afforded only slight relief.

Construction.—Renewed seasonal activity has led to a mounting demand for building tradesmen and general construction labour. The Montreal office reports an increased need for workmen of all kinds, Valleyfield anticipates a shortage of 300 tradesmen for projects in view, the erection of 50 to 75 houses will absorb all available men in the Hull area, and rebuilding in Knowlton, necessitated in consequence of the fire last Winter, will tax the local labour supply. About 200 skilled and semi-skilled workmen will also probably be needed for construction projects in the vicinity of St. Jerome.

Transportation.—While orders have not yet been placed for Spring track maintenance labour on the railways, the Levis office indicates that approximately 2,000 men will be required as soon as the thaw ends. Preparations for water navigation are well under way, and it is expected that some 700 to 800 men will find employment on the St. Lawrence River wharves.

Ontario Region

Agriculture.—Early in the month, a consultation between provincial agricultural authorities and the mobilization boards concerned, resulted in the region being divided into four zones, to expedite the cancellation of temporary permits issue to agriculturists with the minimum disruption of manufacturing schedules. Already seeding is in progress in Zone 1, while in at least one county of southwestern Ontario the seeding of coarse grains is almost completed. Should the unprecedented weather continue, it will be necessary to cancel temporary permits in other zones before the expiry date specified.

While the early thaw has released many bushworkers, and a large number of farmers engaged in other industries are returning to the land of their own accord, very few applicants for farm work are registering and a serious shortage of labour is considered inevitable. The most pressing immediate need is recorded in the more westerly sections of the province; in the fruit belt there is serious lack of helpers for earlier than usual spraying operations.

Logging.—The sudden, unseasonably mild weather, with the consequent disappearance of practically all snow, has terminated woods operations abruptly, forcing some operators to leave much of the Winter's cut in the bush. One large operator in the Kapuskasing area will have to place fire insurance for the Summer on approximately 100,000 cords of logs which cannot be brought out of the woods until next Winter, while about 50,000 cords of pulpwood and 200,000 feet of sawlogs in the Hearst district will probably be left behind. Similar conditions are reported by the Sudbury and Timmins offices, but in the North Bay area, although Spring cutting has been abandoned, all but two contractors were able to complete the season's haul.

Mining.—The mines of the region, long undermanned, will be faced with even greater shortages when the exodus of farmers gets under way. Sudbury's nickel operations will be seriously affected, as will the mines in the Timmins area, which are all continuing to operate on reduced tonnage schedules.

Manufacturing.—While employers are taking advantage of the respite afforded by the

short extension of off-season permits in some sections, local offices in every part of the province are confronted with the onerous task of finding replacements for farmers in war plants and other essential industries. Most seriously handicapped are the heavy industries, and reiterated demands from iron works, rubber factories, packing plants and tanneries have resulted in few applicants to fill steadily mounting vacancies for heavy labourers.

The large manufacturing centres are hardest hit by the expiry of agricultural permits. More than 400 farmers will have to be replaced in the vicinity of Welland, and another 400 in London factories; 200 heavy labourers are needed immediately for vital war work at New Toronto, while chemical and abrasive plants at Niagara Falls are importing outside labour whenever available. Kitchener rubber plants find the problem of replacing 158 farmers a very difficult one, and orders are in clearance for 200 women to help out in the emergency.

The urgency of the over-all manpower need is emphasized by the steadily increasing use of women workers to fill the breach in war plants, textile factories and other industries. Munitions plants in Wallaceburg, St. Catharines and Oshawa are greatly increasing their demands, while in the Toronto area alone, 500 sewing machine operators could be absorbed into the textile plants and kindred establishments. From all parts of the province comes a similar story of shortage of male and female labour alike.

Lay-offs during the past month have been of a minor nature. Some 100 semi-skilled workers released by the Ottawa Car and Aircraft Company have for the most part been transferred out on clearance orders, while 20 Pembroke mill workers were immediately placed elsewhere in the district. At Windsor, the temporary stoppage of supplies from strike-bound Detroit plants led to a 6-day lay-off of 485 employees of the Chrysler Corporation. About 268 of the men affected filed initial claims for unemployment insurance benefits.

Several strikes have also been reported during the month. A union dispute, resulting in the walkout of approximately 250 employees of a Carleton Place textile plant on March 19, remains unsettled, although no orders for staff replacements have been filed. Conditions in the Algoma Steel Corporation's plant at Sault Ste. Marie are back to normal, following a strike of 30 narrow gauge railway workers, which tied up a large part of various departments from March 16 to 21. A strike in a Toronto paint and varnish works recently displaced about 270 workers.

Construction.—With a noticeable upswing in the volume of building under way throughout Ontario, the scarcity of good labourers to meet the steadily increasing need is causing some concern. The Hamilton office reports a heavy demand for all types of construction workers, while in Toronto, where painters, roofers and structural steel workers are hard to obtain, the dearth of building labourers is proving a serious hindrance to the military hospital program.

Transportation.—The opening of navigation on the Great Lakes has brought heavy demands for engine crews and deckhands. With some 500 seamen expected to return for the season, additional requirements are being satisfactorily met. More difficulty is being encountered in filling the considerable number of orders for heavy gang labourers for the railways.

Prairie Region

Agriculture.—As the call for farm helpers becomes more imperative, workers on temporary permits in other industries are gradually returning to the land. While the only pressing demand is reported from the Brandon area, there is a general need for tractor drivers and men experienced in handling power machinery, in most of the offices serving grain growing and mixed farming areas, but particularly at Portage la Prairie and North Battleford. In the vicinity of Swift Current, a continuation of the present fine weather will advance the beginning of seeding operations to the first week in April, and in the Moose Jaw district, too, the early Spring is hastening the separation from other industries of farmers anxious to return home.

Logging.—Early thaws are interfering with operations in some sections. With ice roads in the vicinity of Port Arthur rapidly becoming impassable, contractors are making every effort to move the Winter's cut to river landings. While the extension of temporary permits will ensure the greater part of the necessary labour, orders for an additional 1,319 loggers are still unfilled. With mild weather terminating all but hauling operations in the Fort Frances area, the majority of the western farmers have left the bush and very few will remain beyond March 31. The departure of all trappers and many agriculturists from the camps in the vicinity of The Pas has necessitated an earlier than usual closing down of operations in that section also.

Coal Mining.—The replacement of agricultural workers is the major problem at this time. In addition to a continuing dearth of

certificated miners, orders for unskilled workers are mounting steadily. Domestic mines, planning to operate full time throughout the Summer and faced with increasing labour shortage at the end of March, are endeavouring to secure qualified miners from the bituminous fields, where collieries are closing down.

Base Metal Mining.—Little change in the labour situation is apparent. The agricultural exodus will result in serious manpower shortage in the Winnipeg, Flin Flon, Fort Frances and Kenora areas, where outstanding orders for practically all types of mine labour are already heavy. The Port Arthur office alone advises that 221 underground workers are needed throughout the district.

Manufacturing.—The problem of replacements for agricultural workers is assuming primary importance, with the mounting demand for heavy labour shared by packing plants, foundries and rolling mills in all sections. A new order for three coastal vessels, placed with the shipyards at Port Arthur, will result in an increasing need for both skilled and unskilled workmen, and the company has agreed to consider applicants with good electrical training, in lieu of 25 expert journeymen electricians who, although urgently required, are unobtainable. The over-all shortage of skilled and unskilled workers for the region's textile and woollen mills remains unalleviated.

Construction.—Renewed activity is gradually absorbing the surplus of skilled tradesmen and labourers. In smaller places, residential and repair work will call for building artisans, while in the larger centres, contractors are concerned over the prospect of securing large enough crews for projects under consideration.

Transportation.—While railways in the eastern section are not expected to make extensive labour demands until after the opening of navigation on the Great Lakes, farther west there is a persistent call for maintenance men of all sorts.

Pacific Region

Agriculture.—Except for a continuing slight demand for dairy workers, and for a few helpers for the berry growers of Vancouver Island, there is as yet little activity. However, it is anticipated that with the commencement of seeding operations in April, many workers will be required.

Logging.—The demand for skilled and unskilled labour continues unabated, with a concurrent decrease in the number of applicants available. The greatest immediate need is for fallers, buckers, chokermen and riggers. Camps

in the interior, still closed down owing to adverse snow conditions, are preparing to re-open, with a consequent renewed demand for bushmen of all kinds.

On Vancouver Island, where logging operations are in full swing, the impending departure of farmers is causing anxiety. Operators in the Prince George area will have to replace 216 farmers on April 1, and the Duncan office is calling for an additional 300, while at Courtenay, one company is endeavouring to hold its workers by means of a daily "crummie" running from Courtenay to Oyster Bay and return, a round trip of about 40 miles.

Coal Mining.—There has been no change in the labour situation, and only one colliery in the Fernie area reports any extensive shortage of manpower.

Base Metal Mining.—Labour needs are more pressing as the expiry date for agricultural permits approaches. At least 350 men, mostly underground workers, are needed at Kimberley, another 50 at Princeton, and mining and smelting companies throughout British Columbia are unanimous in their insistent call for additional manpower. From the White Horse office comes the report that one large gold corporation of Dawson City may be supplied with part of its order for 450 miners from the surplus staff of the Standard Oil of Alaska, which on March 10 began a lay-off effecting approximately 600 Canadians.

Manufacturing.—Increased activity is noted in the Vancouver aircraft plants, whose call for more than 100 workers will be answered without difficulty. Shipyards, both in Vancouver and Victoria, continue to make heavy demands on the provincial labour force—

demands unsatisfied by orders in clearance, and certain to be aggravated by the exodus of farmers.

The labour situation in sawmills, which was reasonably satisfactory for a time, has again deteriorated. Throughout the region, about 25 operating engineers of all types are needed, as well as hundreds of heavy labourers. In the New Westminster area, the imminent departure of approximately 120 Prairie and 150 local farmers is augmenting an already disturbing demand for heavy labour for sawmills and other factories; in the Victoria district, while the situation has eased somewhat, few surplus workers are available to fill urgent orders from outside, and in the vicinity of Prince George a definite shortage is anticipated in early April.

While there has been no improvement in the supply of heavy labour for the foundries, the extension of agricultural permits to April 15 has afforded temporary assistance to the smelter at Trail, which has orders in clearance in the Pacific and Prairie regions.

Construction.—Labour requirements are being satisfactorily met for the most part. While Victoria contractors are asking for plasterers and labourers, the Vancouver office reports sufficient applicants available to meet the rising demand for carpenters and building tradesmen, but less success in procuring structural iron workers and sheet metal men. The most pressing need in the Vancouver area is for suitable men to work on the Hell's Gate project.

Transportation.—Extra maintenance gangs and sectionmen are still in demand for the railways, but the general requirements of the B.C. Coast Services are being reasonably well met.

Applications for Employment; Vacancies and Placements; February, 1945

REPORTS received from Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period February 2 to March 1, 1945, showed moderate declines when compared with the previous five weeks, but a nominal decrease in comparison with the four weeks February 4 to March 2, 1944. This computation being based on the average number of placements recorded daily.

Under the first comparison construction, trade and manufacturing showed moderate increases with slight advances in finance and agriculture, but logging, services, public utilities and mining registered declines, the most substantial being in logging. When compared

with the corresponding period a year ago there were increases in services, trade, public utilities, finance and construction. All other industrial groups recorded losses, the only noteworthy decline being in manufacturing.

The accompanying chart shows the trend of employment since January 1942, as represented by the ratios of vacancies notified, and of placements effected for each one hundred applications for work. It will be seen from the graph that the curves of vacancies and placements in relation to applications took upward courses. The ratio of vacancies to each one hundred applications being 102.0 during the four-week period February 2 to March 1, 1945, in contrast with 90.3 during the preceding

five weeks and 103.7 during the period February 4 to March 2, 1944. The ratio of placements to each one hundred applications was 68.4 as compared with 60.8 in the previous period, and 67.6 in the corresponding period a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period ending March 1, was 7,415 compared with 7,757 during the preceding five weeks and 7,645 during the corresponding period a year ago. The average number of applications for employment received daily by the offices during the period under review was 7,265, in comparison with 8,594 in the previous five weeks and 7,369 in the four weeks ending March 2, 1944. The average number of placements made daily by the offices of the Service during the period February 2 to March 1, was 4,974, of which 4,850 were in regular employment and 124 in work of one week's duration or less, as compared with a total daily average of 5,224 during the previous five weeks. Placements during the four weeks ending March 2, 1944, averaged 4,982 daily, consisting of 4,826 in regular and 156 in casual employment.

During the period under review the offices of the Commission referred 167,597 persons to vacancies and effected a total of 119,386 placements. Of these the placements in regular employment were 116,409, of which 72,726 were of males and 43,683 of females, while placements in casual work totalled 2,977. The number of vacancies reported by employers was 114,184 for males and 63,766 for females, a total of 177,950, and applications for work numbered 174,369 of which 111,796 were from males and 62,573 from females.

The following table gives the placements effected by employment offices each year from January 1935 to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944	1,693,119	46,798	1,739,917
1945 (9 weeks)	263,743	7,133	270,876

Prince Edward Island and Nova Scotia

Positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending March 1, 1945, called for a daily aver-

age of 255 workers, in contrast with 258 in the preceding period and 280 during the four weeks ending March 2 last year. The average number of placements effected daily was 198 during the period under review, in comparison with 201 in the previous five weeks and 188 during the corresponding period of 1944. The increase in placements over the four weeks February 4 to March 2, last year, was small for the province as a whole under this comparison. The most significant changes were gains in trade, public utilities operation and services and a loss in manufacturing. Placements by industrial divisions included: manufacturing, 1,574; services, 987; trade, 825; public utilities operation, 769; construction, 275; forestry and logging, 131, and mining, 118. Regular placements numbered 2,987 of men and 1,675 of women.

New Brunswick

Employment opportunities as indicated by orders received at Offices in New Brunswick during the period under review showed a daily average of 215 workers, in comparison with 274 in the previous five weeks and 204 during the period ending March 2, 1944. There was a daily average of 153 placements compared with 163 during the preceding five weeks and 140 in the period terminating March 2 last year. Public utilities operation was the only industrial group in which there was an important placement gain over the corresponding four weeks of 1944, but this improvement was partly offset by a fairly substantial decrease in forestry and logging. Of the changes in all other groups, the gains exceeded the losses. Industrial divisions in which most of the placements were effected were: public utilities operation 1,017; manufacturing 868; services 592; trade 462; forestry and logging 317, and construction 312. There were 2,772 men and 889 women placed in regular employment.

Quebec

Orders listed at Employment Offices in the province of Quebec during the four weeks terminating March 1, called for a daily average of 2,376 workers, compared with 2,302 in the preceding period and 2,473 during the four weeks ending March 2 a year ago. Placements recorded a daily average of 1,433 during the period under review, in contrast with 1,390 in the previous five weeks and 1,553 during the corresponding period of 1944. The reduction in placements from the four weeks ending March 2 last year was mainly due to a fairly large loss in manufacturing, although declines much smaller in volume were registered in forestry and logging, public utilities operation, trade and construction. The only increases

reported were small gains in services, and finance and insurance. Placements by industries included: manufacturing 16,062; forestry and logging 6,269; services 4,791; trade 2,566; construction 1,998; public utilities operation 1,713 and mining 499. Regular placements numbered 22,085 of men and 12,146 of women.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario during the period ending

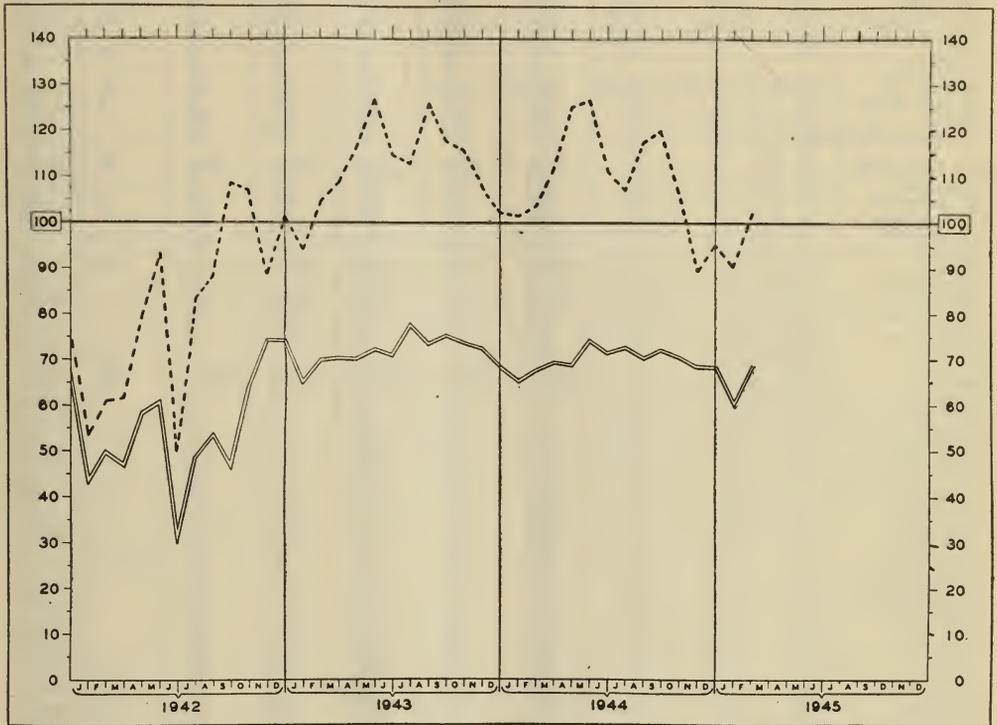
culture. Industrial divisions in which the largest number of placements were effected were: manufacturing 23,451; services 9,428; trade 5,938; public utilities operation 3,656; forestry and logging 2,838; construction 2,675; finance and insurance 953, and mining 686. Placements in regular employment numbered 29,028 of men and 19,888 of women.

Manitoba

There was a decrease in the average number of positions available daily at Employment

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications——— Vacancies- - - - - Placements=====



March 1, 1945, was 3,024 as compared with 3,180 in the previous five weeks and 3,061 during the period terminating March 1 last year. The average number of placements registered daily was 2,075, in contrast with 2,230 in the preceding five weeks and 1,925 during the period ending March 2, 1944. Fairly large gains in services and construction together with smaller advances in trade, manufacturing, forestry and logging, public utilities operation, and finance and insurance were responsible for the increase in placements over the corresponding four weeks last year. Moderate decreases were noted in mining and agri-

Offices in Manitoba during the four weeks terminating March 1, there being 294 in comparison with 322 in the previous period and 311 during the four weeks ending March 2, 1944. Placements, likewise, decreased under both comparisons, the daily average being 210 during the period under review, as compared with 231 in the preceding five weeks and 225 during the period terminating March 2 last year. When comparing placements by industrial groups with the corresponding four weeks a year ago, a moderate decline in manufacturing and an increase in trade were the most important. Industries in which employ-

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
FEBRUARY 2, TO MARCH 1, 1945.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	374	185	612	508	394	1	370
Charlottetown.....	254	165	415	351	263	1	313
Summerside.....	120	20	197	157	131		57
Nova Scotia	5,745	5,372	5,598	6,011	4,268	85	2,475
Amherst.....	295	182	207	291	209		152
Bridgewater.....	60	104	110	35	22	1	28
Dartmouth.....	76	99	98	114	103		15
Digby.....	60	60	68	63	63		39
Glace Bay.....	163	296	264	104	100		237
Halifax.....	2,760	2,950	2,238	3,018	2,010		571
Inverness.....	7	8	29	19	8		21
Kentville.....	172	185	140	104	111	12	94
Liverpool.....	108	140	108	108	94		40
New Glasgow.....	542	429	587	635	524	20	247
New Waterford.....	300	275	110	69	55		83
Pictou.....	91	24	96	83	74	2	42
Springhill.....	66	25	63	60	47		32
Sydney.....	455	113	825	703	426	34	576
Sydney Mines.....	107	38	204	142	90		150
Truro.....	370	285	303	318	202	7	96
Yarmouth-Shelburne.....	113	159	148	145	130		49
New Brunswick	5,163	4,846	5,390	5,075	3,661	19	2,637
Bathurst.....	177	289	249	148	61		188
Campbellton.....	365	458	318	225	192	6	240
Edmundston.....	364	189	326	309	311		107
Fredericton.....	214	169	313	318	220		113
Minto.....	181	140	212	177	196		23
Moncton.....	1,391	1,734	1,432	1,404	784	13	1,161
Newcastle.....	48	94	69	52	49		23
Saint John.....	1,944	1,226	2,088	2,042	1,587		651
St. Stephen.....	213	320	100	104	62		54
Sussex.....	107	115	186	164	138		48
Woodstock.....	159	112	97	72	61		29
Quebec	57,027	40,563	54,405	46,049	34,231	176	33,297
Acton Vale.....	48	54	56	48	46	1	78
Asbestos.....	47	52	59	57	43		83
Baie St. Paul.....	52	313	108	75	79		65
Beauharnois.....	80	48	142	80	69		55
Buckingham.....	118	53	264	149	104		189
Campbell's Bay.....	20	41	167	51	36		74
Causapscal.....	792	598	617	592	608		88
Chandler.....	766	675	459	401	397		166
Chicoutimi.....	1,339	416	1,777	1,523	1,314		1,242
Coaticook.....	200	60	152	166	156		41
Cowansville.....	70	46	75	60	59		21
Dolbeau.....	294	818	343	288	321		66
Drummondville.....	389	143	440	371	289		853
East Angus.....	78	5	178	75	73		72
Farnham.....	132	110	125	110	105		40
Granby.....	344	327	506	262	213		184
Hull.....	463	430	1,099	426	375		492
Joliette.....	358	130	551	470	332		191
Jonquiere.....	251	257	622	105	91		1,063
Lachine.....	632	415	546	496	392		178
Lachute.....	164	62	402	192	115		167
La Malbaie.....	68	60	80	46	36		165
La Tuque.....	363	919	606	564	557		161
Levis.....	928	174	1,318	962	841		677
Longueuil.....	199	184	248	132	125		127
Louiseville.....	217	81	273	175	157		97
Magog.....	137	65	174	201	98		169
Matane.....	525	540	428	354	332		219
Megantic.....	180	115	258	131	122		123
Mont Laurier.....	220	185	279	250	252		62
Montmagny.....	105	11	269	104	115		221
Montmorency.....	116	12	493	167	108		387
Montreal.....	32,479	24,188	21,873	22,422	14,757	114	11,787
Plessisville.....	69	48	70	55	51		46
Pointe-aux-Trembles.....	420	229	460	407	323		90
Port Alfred.....	85	91	193	163	129		361
Quebec.....	2,397	1,551	4,263	2,602	1,903	12	5,585
Richmond.....	81	112	106	55	36	4	22
Rimouski.....	581	409	1,091	839	794		346
Riviere du Loup.....	436	341	372	175	158		474
Roberval.....	68	284	142	122	122		91
Rouyn.....	535	451	576	541	335		282

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
 FEBRUARY 2, TO MARCH 1, 1945.—Cont.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe.....	205	117	265	209	213		88
Ste. Anne de Bellevue.....	166	38	183	183	186		97
Ste. Therese.....	566	225	458	448	474		68
St. Hyacinthe.....	387	412	393	334	283	5	195
St. Jean.....	608	246	790	605	428		189
St. Jerome.....	362	180	441	427	332		140
St. Joseph d'Alma.....	225	9	578	223	222		222
St. Paul l'Ermite.....	319	126	302	324	306		67
Shawinigan Falls.....	513	88	825	686	430		1,459
Sherbrooke.....	878	317	1,252	823	562	40	457
Sorel.....	996	459	1,593	721	680		224
Thetford Mines.....	165	43	454	199	163		364
Three Rivers.....	850	255	1,126	688	575		1,708
Val d'Or.....	843	534	1,079	882	791		177
Valleyfield.....	633	259	624	601	476		286
Verdun.....	2,165	2,075	1,544	2,061	1,396		374
Victoriaville.....	210	77	238	171	146		282
Ontario.....	72,589	50,610	65,958	71,727	48,916	889	19,812
Arnprior.....	58	16	133	81	59	6	31
Barrie.....	219	140	299	219	131		133
Belleville.....	589	325	475	762	415		174
Bracebridge.....	125	219	218	184	194		27
Brampton.....	237	241	184	194	158		31
Brantford.....	926	929	913	891	739	7	182
Brockville.....	201	52	222	214	165		48
Carleton Place.....	46	82	43	36	26		18
Chatham.....	581	330	592	704	387	6	222
Cobourg.....	100	28	149	115	91		11
Collingwood.....	121	104	111	79	82		15
Cornwall.....	588	118	1,074	651	471	49	430
Dunnville.....	42	31	79	53	36		19
Fergus.....	91	71	81	78	60		13
Fort Erie.....	98	136	132	97	85		19
Fort Frances.....	403	377	297	207	239		34
Fort William.....	671	896	674	701	593		312
Galt.....	788	778	449	457	357		100
Gananoque.....	51	31	38	46	40		25
Goderich.....	101	78	128	85	66	4	39
Guelph.....	607	432	475	531	360		142
Hamilton.....	5,587	4,311	5,017	6,066	3,802	85	1,280
Hawkesbury.....	64	44	185	73	59	3	226
Ingersoll.....	171	181	92	97	61	1	13
Kapusking.....	726	615	676	676	690		16
Kenora.....	88	739	82	65	70		60
Kingston.....	832	438	756	1,169	573	4	360
Kirkland Lake.....	617	540	969	682	525	13	219
Kitchener-Waterloo.....	1,263	1,006	969	1,015	806	3	118
Leamington.....	219	155	176	182	136		111
Lindsay.....	126	50	134	101	114	1	30
Listowel.....	92	63	73	63	49		20
London.....	2,577	1,341	2,268	3,175	1,676	190	541
Midland.....	269	159	319	304	244		166
Napanea.....	134	81	127	127	105		21
Newmarket.....	78	55	139	108	73		24
New Toronto.....	1,243	1,004	1,021	892	684		214
Niagara Falls.....	780	483	577	646	453	1	225
North Bay.....	652	280	804	768	502	53	159
Orangeville.....	45	45	46	35	28		3
Orillia.....	232	251	328	331	213		188
Oshawa.....	1,248	769	1,074	1,018	709	5	552
Ottawa.....	4,361	2,024	4,197	4,426	2,955	62	747
Owen Sound.....	315	175	312	346	243	4	134
Paris.....	45	117	44	43	33		10
Parry Sound.....	563	334	338	267	334		76
Pembroke.....	1,239	484	906	972	863		131
Perth.....	150	81	187	156	112	11	40
Peterborough.....	648	466	681	785	555		159
Picton.....	90	40	79	73	62		31
Port Arthur.....	1,779	2,604	1,040	1,044	966		381
Port Colborne.....	138	83	327	178	192		52
Port Hope.....	82	68	81	71	48		21
Prescott.....	115	98	111	88	88		13
Renfrew.....	125	62	117	163	106	4	59
St. Catharines.....	1,356	700	1,043	1,313	1,032		286
St. Thomas.....	471	258	425	552	323	23	136
Sarnia.....	809	419	741	599	447		149
Sault Ste. Marie.....	628	1,577	612	541	518		236
Simcoe.....	315	143	375	397	310	4	41
Smiths Falls.....	168	102	145	152	124		38

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
FEBRUARY 2, TO MARCH 1, 1945.—*Cont.*

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford.....	379	168	358	391	259	34	86
Sturgeon Falls.....	179	158	125	124	89		36
Sudbury.....	1,127	1,402	1,441	1,082	843	11	649
Tillsonburg.....	105	11	123	122	109		5
Timmins.....	1,179	1,165	1,661	1,466	1,241	13	564
Toronto.....	23,789	13,959	20,585	24,272	15,180	161	6,527
Toronto Junction.....	2,890	1,687	2,272	2,734	1,857	12	533
Trenton.....	267	195	259	279	238		55
Walkerton.....	171	80	180	151	142		55
Wallaceburg.....	479	300	316	340	272		75
Welland.....	1,367	1,939	694	721	584		115
Weston.....	845	573	722	559	450		212
Windsor.....	2,376	573	2,650	3,008	1,806	118	1,536
Woodstock.....	353	541	295	334	209	1	76
Manitoba.....	7,066	3,474	8,560	8,618	4,205	830	6,330
Brandon.....	353	242	337	324	210		280
Dauphin.....	225	167	428	119	125		104
Flin Flon.....	85	43	77	79	74	9	20
Portage la Prairie.....	61	71	128	70	55	1	108
Selkirk.....	32	14	61	39	43		46
The Pas.....	49	127	100	56	66		52
Winnipeg.....	6,261	2,810	7,429	7,931	3,632	819	5,720
Saskatchewan.....	3,825	2,394	5,167	4,476	2,415	274	3,204
Estevan.....	80	31	116	88	61		42
Moose Jaw.....	356	197	478	483	287	7	384
North Battleford.....	128	101	246	94	85		126
Prince Albert.....	351	387	401	291	184	5	581
Regina.....	1,646	913	1,919	2,134	1,034	173	858
Saskatoon.....	877	494	1,469	1,069	519	79	887
Swift Current.....	150	72	107	92	91	3	52
Weyburn.....	67	85	81	50	35	1	48
Yorkton.....	190	114	350	175	119	6	226
Alberta.....	6,710	3,466	7,629	7,006	4,467	379	5,267
Black Diamond.....	91	29	101	91	64		40
Blairmore.....	83	84	62	43	63		42
Calgary.....	2,184	848	2,658	2,562	1,455	179	2,076
Drumheller.....	97	278	154	142	82		48
Edmonton.....	3,145	1,451	3,726	3,282	2,102	177	2,438
Edson.....	224	254	87	87	137		9
Lethbridge.....	454	194	521	470	310	23	409
Medicine Hat.....	259	142	208	238	156		125
Red Deer.....	173	186	112	91	98		80
British Columbia.....	19,451	10,693	21,050	18,127	13,852	324	12,591
Chilliwack.....	272	65	261	265	233		149
Courtenay.....	216	296	127	108	213		75
Cranbrook.....	267	328	149	139	153		35
Dawson Creek.....	198	125	109	119	94		44
Duncan.....	550	328	299	286	402		62
Fernie.....	20	43	37	31	33		17
Kamloops.....	219	139	221	179	161		80
Kelowna.....	143	68	232	156	124		166
Nanaimo.....	303	123	310	284	238		211
Nelson.....	244	300	270	185	157		282
New Westminster.....	1,158	417	1,298	1,141	904	28	1,314
North Vancouver.....	258	144	292	227	208		244
Penticton.....	140	36	190	143	127		190
Port Alberni.....	565	269	192	209	368		72
Prince George.....	574	231	503	470	457	14	111
Prince Rupert.....	365	214	454	379	313		165
Princeton.....	74	61	56	63	60	1	27
Trail.....	329	486	251	171	139		201
Vancouver.....	11,195	5,692	13,818	11,570	7,710	224	8,022
Vernon.....	375	171	382	282	275	3	210
Victoria.....	1,755	1,008	1,455	1,545	1,271	54	852
Whitehorse.....	231	149	144	175	212		62
Canada.....	177,950	121,603	174,369	167,597	116,409	2,977	85,983
Males.....	114,184	82,859	111,796	102,104	72,726	1,124	55,228
Females.....	63,766	38,744	62,573	65,493	43,683	1,853	30,755

ment was found for more than 100 workers included: manufacturing 1,582; services 1,415; trade 1,061; public utilities operation 418; construction 219, and finance and insurance 112. Regular placements numbered 2,228 of men and 1,977 of women.

Saskatchewan

Opportunities for employment at Employment Offices in Saskatchewan during the period February 2 to March 1 numbered 159 daily compared with 172 in the preceding five weeks and 180 during the period ending March 2, last year. Placements showed a lower average during the four weeks under review, being 112 daily in contrast with 128 in the previous period and 122 during the four weeks terminating March 2 a year ago. The decrease in placements from the period ending March 2, 1944, was due to moderate declines in manufacturing, forestry and logging, and public utilities operation, as except for a slight loss in mining, all other groups showed improvement, the most significant being in trade. Placements by industrial divisions included: services 1,061; trade 827; manufacturing 322; public utilities operation 186 and construction 116. There were 1,117 men and 1,298 women placed in regular employment.

Alberta

Orders received at Employment Offices in Alberta during the four weeks under review, called for a daily average of 280 workers, in contrast with 331 during both the previous period and the four weeks ending March 2, 1944. Placements were fewer under both com-

parisons, the daily average being 202, as compared with 237 in the preceding five weeks and 226 during the period terminating March 2 a year ago. The only changes of importance in placements when compared with the four weeks ending March 2 last year were moderate losses in construction, services and manufacturing. Industrial divisions in which most of the placements were effected were: services 1,482; manufacturing 889; trade 847; public utilities operation 580; forestry and logging 350; mining 284 and construction 220. Placements in regular employment numbered 2,678 of men and 1,789 of women.

British Columbia

During the period ending March 1, 1945, the daily average of positions offered through Employment Offices in British Columbia was 810, in comparison with 919 in the preceding five weeks and 806 during the corresponding period of 1944. There was a daily average of 590 placements compared with 640 in the previous five weeks and 602 in the period terminating March 2 last year. Moderate declines in placements from the four weeks ending March 2, 1944, which took place in manufacturing, construction and mining, were partly offset by gains in all other groups, the largest being in services and public utilities operation. Industrial divisions in which the majority of placements were effected included: manufacturing 4,155; services 3,317; forestry and logging 2,218; trade 1,567; public utilities operation 1,368 and construction 1,007. Regular placements numbered 9,831 of men and 4,021 of women.

Strikes and Lockouts in Canada During March, 1945

STRIKE activity in Canada during March continued at about the same level as in the previous month. While the number of strikes increased by four, the number of workers involved and the time loss in man-working days showed little change. Preliminary figures show 21 strikes in existence during March, 1945, involving 4,670 workers and causing a time loss of 8,563 days, as compared with 17 strikes in February, with 4,988 workers involved and a time loss of 6,821 days. There were 14 strikes in February, 1944, involving 1,669 workers, with a time loss of 2,834 days.

Preliminary figures for the first three months of this year show 52 strikes, involving 15,037 workers and causing a time loss of 47,526 man-

working days, as compared with 55 strikes, with 18,489 workers involved and a time loss of 66,380 days, for the same period last year.

One strike, involving 30 workers, was carried over from February and 20 commenced during March. Of these 21 strikes, all of which were terminated during the month, three resulted in favour of the workers, eight in favour of the employers and 10 were indefinite in result, work being resumed pending final settlement.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
Cumulative Totals.....	52	.....	15,037	.....	47,526
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
Cumulative Totals.....	55	.....	18,489	.....	66,380

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1945*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to March, 1945				
MANUFACTURING— Metal Products— Freight car factory workers, Trenton, N.S.	1	(a) 30	30	Commenced February 26; against removal of two men from the steel erection gang; terminated March 1; conciliation, federal; in favour of employer.
Strikes and Lockouts Commencing During March, 1945				
MINING— Coal miners, Drumheller, Alta.	1	140	420	Commenced March 7; against suspension of driver for allowing horse to run loose in mine; terminated March 9; negotiations; in favour of workers.
Coal miners, Stellarton, N.S.	3	1,076	2,100	Commenced March 8; refusal of one miner to pay union dues; terminated March 10; conciliation, federal; in favour of workers, miner joined union.
Coal miners, Drumheller, Alta.	1	107	107	Commenced March 9; against deductions from pay of five drivers for quitting work before end of shift; terminated March 9; return of workers; in favour of employer.
Asbestos miners, Asbestos, P.Q.	1	(b) 18	12	Commenced March 21; for increased wages; terminated March 22; return of workers and replacement; in favour of employer.
Coal miners, Cumberland, B.C.	1	128	128	Commenced March 29; refusal to issue lamps to miners who habitually reported late for work; terminated March 29; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	1,700	850	Commenced March 30; alleged discrimination in transfer of a miner to job of washhouse manager; terminated March 30; conciliation, federal, and return of workers pending settlement; indefinite.
MANUFACTURING— Textiles, Clothing, etc.— Textile factory workers, Carleton Place, Ont.	1	245	850	Commenced March 19; to compel two female workers to join union; terminated March 22; conciliation, provincial, and return of workers pending settlement; in favour of employer.
Miscellaneous Wood Products— Crate factory workers, Toronto, Ont.	1	19	40	Commenced March 8; for increased wages; terminated March 10; conciliation, provincial, and return of workers pending joint application to RWLB‡; indefinite.
Metal Products— Steel mill workers, crane- men, Sault Ste. Marie, Ont.	1	(c) 27	81	Commenced March 2; to maintain differential in wages over increased rates for common labourers; terminated March 4; return of workers pending decision of NWLB‡; indefinite.
Foundry workers, Selkirk, Man.	1	50	75	Commenced March 5; for dismissal of a worker alleged to be organizing for another union during working hours; terminated March 6; conciliation, provincial, and return of workers pending settlement; indefinite.
Foundry workers, Moncton, N.B.	1	72	400	Commenced March 7; because casting inspector was given special jobs to make odd castings; terminated March 13; conciliation, federal; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1945*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1945—<i>Conc.</i>				
MANUFACTURING—<i>Con.</i>				
Foundry workers, Montreal, P.Q.	1	17	45	Commenced March 7; against dismissal of a worker; terminated March 9; conciliation, provincial; in favour of employer.
Steel mill workers, narrow gauge engineers and brakemen, Sault Ste. Marie, Ont.	1	(d) 26	130	Commenced March 16; for the same wages as paid on standard gauge railways; terminated March 21; return of workers pending decision of NWLB; indefinite.
Foundry workers, moulders, Guelph, Ont.	1	35	45	Commenced March 16; for increased wages; terminated March 17; conciliation, provincial, and return of workers pending settlement; indefinite.
Metal factory workers, Montreal, P.Q.	1	190	145	Commenced March 19; alleged discrimination in dismissal of a worker; terminated March 20; conciliation, provincial; in favour of workers, worker reinstated.
Shipbuilding—				
Ship repair workers, Liverpool, N.S.	1	(e) 350	875	Commenced March 9; for reinstatement of a worker dismissed for refusal to work with non-union workers; terminated March 12; conciliation, federal; in favour of employer.
Non-Metallic Minerals, Chemicals, etc.—				
Paint factory workers, Toronto, Ont.	1	270	1,750	Commenced March 14; for maintenance of membership and check-off in new agreement; terminated March 22; conciliation, provincial, and return of workers pending settlement; indefinite.
Brick yard workers, Boischatel, P.Q.	1	70	140	Commenced March 19; for the dismissal of one worker; terminated March 20; conciliation, provincial, and return of workers pending arbitration; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Plumbers and steamfitters Windsor, Ont.	8	40	100	Commenced March 26; for payment of wage increase approved by RWLB; terminated March 28; conciliation, provincial, and return of workers pending further reference to RWLB; indefinite.
TRADE—				
Wholesale trade workers, Chicoutimi, P.Q.	4	60	240	Commenced March 27; alleged delay in negotiating a new agreement with increased wages and improved working conditions; terminated March 30; conciliation, provincial, and reference to RWLB; indefinite.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(a) 215 indirectly affected; (b) 34 indirectly affected; (c) 814 indirectly affected; (d) 900 indirectly affected; (e) 398 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter included a table summarizing the principle statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January, 1945, was 170 and three were still in progress from the previous month, making a total of 173 during the month, in which 31,900 workers were involved and a time loss of 104,000 working days was caused.

Of the 170 work stoppages commencing in January, 18 arose out of demands for advances in wages, 11 out of proposed reductions in wages, 33 over other wage questions, six on questions as to working hours, 20 on questions respecting the employment of particular classes or persons, 71 over questions respecting working arrangements, five over questions of trade union principle and six were in support of workers involved in other disputes.

British India

Preliminary figures for September, 1944, show 42 strikes, involving 46,524 workers and causing a time loss of 89,789 man-days.

United States

Preliminary figures for February, 1945, show 310 strikes beginning in the month, in which 109,000 workers were involved. The time loss for all strikes in progress during the month was 412,000 working days. Corresponding figures for January, 1945, are 240 strikes, involving 44,000 workers, with a time loss of 228,000 working days.

Lost Time in Industry

AN analysis of various causes of time loss in Canadian industry has been prepared by the United Steelworkers of America under the title *Lost Time in Industry*¹.

The report compares illness, accidents and strikes and lockouts as causes of lost time. Figures used as a basis for calculation were taken from the *LABOUR GAZETTE* and reports of provincial Workmen's Compensation Boards, in the case of strikes and lockouts and accidents; while in the case of illness, no exact statistics being available, an estimate was used of eleven days lost annually by the average female and eight days by males.

On this basis, the report gives the following totals for the four-year period 1940-1943:

Days lost, accidents.....	17,498,722
Days lost, illness.....	140,569,000
Total, accidents and illness....	158,067,722
Days lost, strikes and lockouts..	2,170,061

An average of 9.7 days per worker was lost each year for accidents and illness; while only .13 days per worker were lost as a result of strikes and lockouts.

Taking an average work year as 300 work days, and total employment in Canada as

averaging slightly over 4,000,000 a year, the report indicates that only .04 per cent of the total time that could possibly have been worked was lost as a result of strikes and lockouts in the four-year period. On the same basis, time loss caused by illness and accidents was 3.2 per cent of total possible working time, or eighty times greater.

The report suggests that much of the wastage resulting from illness and accidents could be eliminated. It recommends:

(1) avoidance of abnormally long working hours, which lead to fatigue and hence accidents;

(2) installation of safety devices wherever necessary;

(3) precautionary safety rules; safety committees, and regular safety discussions in every plant;

(4) medical care in every plant, in accordance with a national health plan;

(5) a national plan of social insurance, superseding present workmen's compensation systems;

(6) periodical medical examinations, to catch diseases in their early stages.

¹ *Lost Time in Industry*: United Steelworkers of America, 1207 Bay St., Toronto.

Labour and Industry in Saskatchewan

First Annual Report of Department of Labour

NOTABLE administrative changes were made in the application of labour legislation in Saskatchewan in 1944. In February, the Bureau of Labour and Industries, which was organized in 1920, was brought under the Department of Reconstruction, Labour and Public Welfare. Eight months later, at the special session of the Legislature in October, a new Department was created, the Department of Labour.

The first Annual Report of the Department covering the calendar year, 1944, draws attention to the amending legislation and sets forth serially, the Acts that the new Department will administer as follows: (a) The Annual Holiday Act, 1944; (b) The Apprenticeship Act, 1944; (c) The Building Trades Protection Act; (d) The Employment Agencies Act; (e) The Factories Act; (f) The Female Employment Act; (g) The Industrial Standards Act; (h) The Masters and Servants Act; (i) The Minimum Wage Act; (j) The One Day's Rest in Seven Act; (k) The Steam Boilers Act; (l) The Theatres and Cinematographs Act; (m) The Trade Schools Regulation Act; (n) The Trade Union Act, 1944; (o) The Weekly Half-holiday Act; (p) The Workmen's Wage Act; (q) such other Acts as may be designated by the Lieutenant Governor in Council.

Factories Act:—Factory employers in the province are required under the Act to report to a Labour Department inspector the names of all persons injured or killed by fire, accident or explosion in their plants. During 1944, there were 711 accidents reported, of which nine were fatal.

With respect to the employment of youths, girls or women, the Act restricts the working time to 48 hours in one week and stipulates that special permits in writing must be obtained by employers from an inspector of the Department, if overtime or night work is required of such workers. Under another provision of the Act an exemption may be issued permitting the employment of youths, girls and women for more than 48 hours, but not in excess of seventy-two and a half hours in the week. No employer may receive such an exemption for more than 36 days in any one year. During 1944, there were 34 special permits, 26 exemptions, and 78 part-time permits issued.

Minimum Wages:—Public meetings of employers and workers were held by the Minimum Wage Board late in the year with a view to the revision, extension, and consolidation of the Orders of the Board. The consolidated and new orders set forth in detail the maximum hours of work and the minimum rates of pay for regular, part-time, and overtime workers in industrial and servicing employment in cities and certain other specified communities in the province. Inspectors under the Minimum Wage Act made 1,815 special investigations during the year and wage sheet returns were completed by 2,682 employers covering 14,397 male and 10,681 female employees. This was a decrease of 450 firms, but an increase of 489 persons employed, as compared with the previous year. A total of 22,587 were employed full time and 2,491 on a part time basis. During the calendar year, 1944, arrears of wages to the amount of \$2,311.45 were collected from 97 firms and were apportioned among a total of 186 employees. Four charges were laid for infractions of the Minimum Wage Act and convictions obtained.

Trade Schools Regulation Act:—It is estimated that 1,575 students took instruction from the 30 Trade schools registered under the Act in 1944. The courses covered included, business and commercial subjects, acetylene and electric welding, auto mechanics, stationary engineering, wireless telegraphy and radio servicing, electrical technology, sewing and dressmaking, story writing, beauty culture, etc.

Freedom of Union Association Act:*—Under the Act, trade unions in the province are required to file with the Minister, copies of their constitutions and by-laws, with amendments thereto, the number of their members and the names and addresses of their officers. In 1943, 127 associations having a membership of 9,584, complied with the regulations. The corresponding figures for 1942 were 109 associations with a membership of 11,049.

Strikes:—There was only one strike in Saskatchewan in 1944. The dispute, which involved 48 men and a loss of 24 man working days was referred to the Regional War Labour Board.

* Since repealed by the Trade Union Act, 1944.

Prices

Prices, Retail and Wholesale, in Canada, March, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

An advance of 0.1 to 118.7 (1935-39=100) was recorded by the Dominion Bureau of Statistics cost-of-living index between February 1 and March 1, 1945, marking a wartime increase of 17.8 p.c. Strength in foods which rose 0.4 to 131.0 in the same interval was mainly responsible for the increase and reflected firmer quotations for fresh vegetables and some meats. Small recessions were noted for eggs, lemons and oranges. Homefurnishings and services gained 0.1 to 118.5 due to an increase in the hardware section while the fuel and lighting series moved down 0.1 to 107.3 following further reductions in electricity costs. These more than offset scattered increases for coal and coke. Other groups continued unchanged rentals at 112.0, clothing at 121.7, and miscellaneous items at 109.2.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for

bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)‡
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	108.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
November 1.....	118.0	118.9	131.6	112.0	108.1	121.6	118.4	108.9	125.3
December 1.....	117.6	118.5	130.3	112.0	108.1	121.6	118.4	108.9	124.7
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
 ‡ Commodities in the cost-of-living index excluding rents and services.

furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, homefurnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the

period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices February, 1945

The Dominion Bureau of Statistics composite index of wholesale prices advanced 0.1 to 102.9 (1926=100) between January and February, 1945. Three of the eight principal groups were higher while five remained unchanged. Animal products recorded a gain of 0.2 to 106.9 reflecting firmer quotations for whitefish, calves, lambs and eggs, which outweighed price reductions for furs, steers and hogs. A gain of 0.1 to 95.8 in the vegetable products group was due to upturns in potatoes,

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—MARCH, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR MARCH, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Aug. 1943	Nov. 1943	Feb. 1943	May 1944	Aug. 1944	Nov. 1944	Jan. 1945	Feb. 1945	Mar. 1945	Price Mar. 1945
Beef, sirloin steak.....	lb.	100-0	120-7	145-5	144-1	143-0	143-0	154-1	154-1	153-8	153-8	153-8	42-9
Beef, round steak.....	lb.	100-0	125-7	158-2	155-7	154-4	154-4	166-7	166-7	166-7	166-7	166-7	39-5
Beef, rib roast.....	lb.	100-0	125-5	164-3	173-9	173-9	173-5	173-0	172-2	173-0	173-0	173-5	39-9
Beef, shoulder.....	lb.	100-0	132-7	178-6	181-1	180-5	179-9	161-6	161-6	161-0	161-0	161-0	25-6
Beef, stewing.....	lb.	100-0	136-7	184-1	181-7	180-2	180-2	168-3	169-0	168-3	168-3	168-3	21-2
Veal, forequarter.....	lb.	100-0	139-3	179-9	182-8	177-5	173-4	174-0	174-0	173-4	174-6	174-0	29-4
Lamb, leg roast.....	lb.	100-0	109-9	157-4	126-4	141-2	143-3	155-3	148-2	147-9	148-9	148-6	42-2
Pork, fresh loins.....	lb.	100-0	125-3	138-5	139-6	138-8	138-8	139-2	140-8	141-5	141-5	141-9	36-9
Pork, fresh shoulder.....	lb.	100-0	127-0	145-4	148-5	146-9	146-4	146-4	143-9	142-9	142-3	142-3	27-9
Bacon, side, med. sliced.....	lb.	100-0	132-3	140-0	140-6	140-6	140-3	140-0	140-6	140-9	140-9	140-9	45-8
Lard, pure.....	lb.	100-0	151-3	162-3	162-3	162-3	153-5	150-9	152-6	155-3	155-3	156-1	17-8
Shortening, vegetable.....	lb.	100-0	134-7	137-5	137-5	137-5	137-5	137-5	136-8	136-8	136-8	136-8	19-7
Eggs, Grade "A" fresh.....	doz.	100-0	156-4	162-5	181-6	140-5	135-5	141-4	171-1	146-4	141-4	140-1	42-6
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	141-8	144-0	146-2	145-8	143-2	145-8	146-2	146-2	146-2	39-9
Cheese, Canadian, mild.....	lb.	100-0	174-6	166-3	166-3	166-8	164-9	163-5	164-4	164-9	164-4	164-9	34-3
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	124-2	124-2	4-1
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkq.	100-0	101-1	101-1	101-1	101-1	101-1	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½ s.....	tin.	100-0	129-9	132-1	132-1	136-8	138-7	138-7	138-7	137-7	137-7	137-7	14-6
Peas, canned, 2 s.....	tin.	100-0	117-5	120-8	121-7	124-2	124-2	124-2	123-3	122-5	122-5	122-5	14-7
Corn, canned, 2 s.....	tin.	100-0	128-3	133-6	133-6	135-4	135-4	134-5	133-6	133-6	133-6	132-7	15-0
Beans, dry.....	lb.	100-0	129-4	129-4	129-4	131-4	131-4	133-3	133-3	133-3	133-3	133-3	6-8
Onions.....	lb.	100-0	108-2	159-2	146-9	149-0	177-6	146-9	116-3	112-2	112-2	110-2	5-4
Potatoes.....	15 lb.	100-0	89-9	169-2	136-3	140-5	147-9	155-2	123-2	126-8	136-9	140-5	46-1
Prunes, medium.....	lb.	100-0	115-8	125-4	126-3	130-7	122-8	122-8	122-8	122-8	122-8	121-9	13-9
Raisins, seedless, bulk.....	lb.	100-0	104-0	111-3	102-0	101-3	109-3	115-2	113-2	102-6	102-0	102-6	15-5
Oranges, medium size.....	doz.	100-0	132-5	143-7	147-8	138-2	140-3	141-3	141-6	142-7	145-4	146-8	43-0
Lemons, medium size.....	doz.	100-0	111-3	144-9	141-8	138-2	135-7	143-4	144-6	145-5	143-7	142-5	46-3
Jam, strawberry, 16 oz.....	jar.	100-0	111-3	†115-1	†115-1	115-1	114-5	114-5	114-5	114-5	115-1	115-1	18-9
Peaches, 20 oz.....	tin.	100-0	101-5	†109-6	†109-6	108-1	108-1	†108-1	†108-1	104-6	104-1	103-6	20-4
Marmalade, orange, 16 oz.....	jar.	100-0	118-3	131-8	131-1	131-8	130-3	130-3	130-3	129-6	129-6	129-6	17-6
Corn syrup, 3½ lb.....	jar.	100-0	138-0	151-7	154-3	154-7	155-0	156-0	155-7	155-3	155-3	155-3	46-6
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	133-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	130-8	131-1	131-1	131-1	131-1	131-4	131-1	131-1	131-1	44-3
Tea, black, ½ lb.....	pkq.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to March, 1945, prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb.	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
P.E.I.—																				
1—Charlottetown.....	44.5	40.6	38.5	27.6	21.4	.....	.....	36.8	.....	45.3	19.2	20.1	43.3	9.0	41.8	35.0	7.3	4.6	6.1	10.0
Nova Scotia—																				
2—Halifax.....	44.4	41.2	38.3	27.1	23.4	23.6	45.3	38.6	26.3	45.3	19.1	20.0	49.2	11.0	44.4	36.1	8.0	4.5	6.1	9.9
3—New Glasgow.....	45.8	43.0	41.4	26.8	23.1	.....	46.6	40.1	31.5	47.1	19.3	20.0	46.2	10.0	44.3	36.6	7.3	4.9	6.1	10.0
4—Sydney.....	47.4	41.6	.....	30.4	24.5	.....	44.3	40.3	31.7	47.2	19.0	19.9	48.1	12.0	44.3	36.3	7.3	4.5	6.0	9.8
5—Truro.....	44.7	40.8	36.0	28.2	18.1	.....	45.0	38.2	29.2	45.7	19.1	20.3	47.4	10.0	45.6	35.0	6.7	4.9	6.0	10.0
New Brunswick—																				
6—Fredericton.....	44.7	40.7	45.8	27.4	20.3	29.7	46.0	37.8	31.3	46.9	19.1	19.7	44.5	10.0	43.3	35.0	7.3	4.8	6.3	9.4
7—Moncton.....	45.5	41.4	40.9	27.1	21.0	29.7	45.3	37.1	29.4	47.7	18.2	20.0	44.6	10.0	42.8	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.3	43.1	38.6	26.8	22.5	30.0	44.5	40.4	29.7	45.0	18.7	19.8	45.9	11.0	43.0	34.6	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	40.0	37.4	38.3	28.0	22.0	.....	43.0	28.4	29.4	49.0	19.5	20.6	39.5	10.0	40.0	34.0	6.7	4.3	.....	9.9
10—Hull.....	40.9	38.2	37.3	25.3	18.7	30.7	41.5	32.3	28.2	46.2	17.2	19.1	45.7	10.0	38.5	31.7	5.3	3.8	5.5	9.5
11—Montreal.....	42.5	39.4	43.8	25.0	20.0	25.3	41.3	33.6	26.3	46.1	18.2	19.2	45.5	10.5	39.3	34.0	6.0	3.8	5.4	9.4
12—Quebec.....	40.9	37.6	36.6	23.3	18.8	29.6	37.6	31.9	26.9	41.9	18.3	19.5	43.6	10.0	39.7	34.4	5.5	3.6	5.8	9.7
13—St. Hyacinthe.....	36.1	34.4	34.6	24.1	18.9	31.0	34.2	28.3	25.2	47.8	18.0	19.4	41.9	9.0	39.5	32.1	5.3	4.1	6.0	9.8
14—St. Johns.....	43.3	40.8	39.5	26.7	17.3	.....	.....	.....	28.8	46.7	18.2	19.8	44.9	9.0	38.7	32.1	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.5	39.6	41.0	26.5	18.4	32.9	42.7	33.6	26.6	38.8	18.7	19.7	44.7	10.0	38.1	35.0	5.3	4.2	6.0	9.8
16—Sorel.....	40.0	36.6	40.6	24.7	19.5	.....	38.0	31.8	25.6	46.5	18.7	19.6	40.7	9.0	40.4	32.3	5.3	4.0	5.3	10.0
17—Thetford Mines.....	33.1	34.5	.....	24.3	17.4	.....	.....	24.5	25.3	38.4	18.2	19.4	41.4	9.0	39.4	31.7	5.3	4.0	5.3	9.6
18—Three Rivers.....	39.3	36.0	35.4	24.7	20.5	.....	35.5	28.7	25.4	46.5	17.9	19.6	43.8	10.0	38.7	34.7	6.0	4.0	5.5	9.7
Ontario—																				
19—Belleville.....	40.8	38.2	39.5	25.8	21.2	27.7	41.5	37.4	29.4	45.3	17.2	19.2	40.4	10.0	39.3	31.1	6.7	4.2	5.3	8.7
20—Brantford.....	43.6	40.3	40.8	25.9	19.0	29.8	43.4	38.7	27.5	46.0	17.5	19.5	40.9	10.0	39.3	35.3	6.7	4.2	5.4	9.1
21—Brockville.....	46.7	42.8	44.0	26.0	20.9	.....	45.0	36.2	29.2	44.6	17.4	19.3	40.6	10.0	38.2	30.8	6.3	4.0	5.6	8.9
22—Chatham.....	43.4	40.0	40.7	25.8	19.9	31.3	41.8	37.7	32.3	46.3	17.3	19.4	40.0	10.0	38.6	35.7	5.3	4.1	5.2	8.7
23—Cornwall.....	43.6	40.3	40.5	26.1	17.7	.....	43.3	36.3	27.0	45.6	17.7	19.5	41.5	10.0	39.4	30.6	6.0	4.1	5.8	9.2
24—Fort William.....	43.4	39.7	37.6	25.4	22.3	.....	43.4	36.9	29.9	45.6	17.6	19.0	45.6	11.0	39.6	33.1	6.0	3.9	5.1	8.8
25—Galt.....	42.4	40.3	40.0	24.7	23.0	30.0	42.5	37.3	26.0	46.8	17.7	19.2	41.5	10.0	39.2	36.9	6.7	4.1	5.7	8.8
26—Guelph.....	42.9	40.2	38.8	26.3	24.3	30.4	43.3	39.1	28.4	46.5	17.4	19.2	39.9	10.0	39.7	35.2	6.0	4.0	5.7	8.9
27—Hamilton.....	44.3	41.2	41.8	25.6	22.8	29.4	43.6	40.0	29.0	47.4	17.7	19.0	43.2	11.0	40.3	38.0	6.0	4.2	5.5	8.8
28—Kingston.....	43.4	38.5	38.3	25.7	18.5	.....	41.4	38.0	27.1	46.1	17.3	19.2	41.6	10.0	39.2	31.5	6.0	4.3	5.3	9.1
29—Kitchener.....	42.9	40.2	40.4	25.2	23.1	30.3	44.0	38.6	27.3	46.0	17.9	19.6	38.0	10.0	39.5	34.1	6.3	4.0	6.1	8.8
30—London.....	43.7	40.2	41.1	25.6	22.0	30.1	42.5	38.6	26.4	45.4	18.4	19.3	43.8	10.0	39.2	33.0	6.0	4.0	5.6	8.9
31—Niagara Falls.....	42.8	39.4	41.2	25.2	19.7	29.9	42.7	38.9	27.5	44.4	17.7	19.3	41.7	10.5	40.0	33.1	6.0	4.2	5.7	8.7
32—North Bay.....	43.9	41.0	41.9	26.1	18.9	.....	42.4	38.3	29.2	46.1	17.9	19.5	45.8	11.0	39.7	32.6	6.7	4.2	6.3	9.6
33—Oshawa.....	43.7	40.7	42.4	25.7	21.7	32.7	43.3	39.5	28.4	46.0	17.6	19.5	42.7	10.0	39.8	33.4	6.0	4.0	5.7	8.8
34—Ottawa.....	42.4	41.2	43.1	26.5	22.0	29.5	44.4	36.6	28.7	48.8	17.9	19.0	43.6	10.0	39.0	31.9	6.7	3.9	5.7	8.8

COAL AND RENTALS IN CANADA, MARCH, 1945

Canned Vegetables	Tomatoes, choice, 2 1/2 lb. (38 oz.) per tin		Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3 1/2 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 1/4 lb. package	Coal		Rent (b)		
	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton			
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
15-0	15-4	15-8	6-6	6-8	38-2	13-7	17-1	45-4	61-5	39-2	21-8	36-9	50-7	8-6	8-1	53-9	38-0	.....	11-57	24-00-28-00(c)	1
14-5	14-4	15-1	7-0	5-2	49-5	14-9	14-1	52-6	53-9	39-5	20-9	37-0	50-8	8-5	8-3	49-8	38-0	.....	12-29	27-50-31-50	2
15-0	14-9	15-3	6-4	5-2	43-3	14-3	15-9	47-5	52-3	39-7	....	38-5	50-7	8-2	8-2	51-7	38-0	.....	8-42	16-00-20-00	3
14-7	14-9	14-9	6-8	5-1	51-0	13-7	15-2	50-3	56-9	38-7	20-6	37-0	50-6	8-6	8-4	49-3	37-8	.....	6-75	18-00-22-00(c)	4
14-8	14-8	15-0	7-0	5-3	42-6	14-4	15-1	53-0	50-0	40-2	21-3	37-9	51-9	8-7	8-7	50-3	38-0	.....	11-41	26-50-30-50	5
14-7	15-3	15-1	6-7	5-7	41-7	14-8	14-5	44-7	57-2	39-4	20-1	38-8	50-7	8-5	8-3	49-5	38-0	.....	12-09	21-00-25-00(c)	6
14-9	15-0	14-9	6-8	5-2	42-6	13-3	14-6	45-7	51-3	41-0	....	38-2	50-3	9-0	8-8	51-8	38-0	.....	11-57	26-00-30-00(c)	7
14-7	14-8	14-7	6-8	5-3	46-8	13-9	14-9	52-0	51-1	39-8	19-9	35-5	50-6	8-5	8-3	47-7	38-0	.....	12-70	20-50-24-50(c)	8
15-4	15-0	15-5	6-6	7-7	36-9	16-5	18-7	42-5	54-4	40-0	... .	40-1	47-9	8-6	8-3	52-3	39-9	18-00	.....	.....	9
13-9	14-5	15-0	7-2	6-7	47-2	13-6	17-6	39-3	43-1	37-7	20-7	36-0	46-9	8-3	8-0	45-4	38-9	16-75	.....	15-50-19-50	10
13-3	13-9	14-2	6-6	6-0	47-5	13-8	15-3	41-5	39-5	37-5	19-5	35-1	47-0	8-0	7-9	46-9	39-6	16-75	.....	23-00-27-00(c)	11
14-2	14-3	14-7	6-7	6-6	42-8	14-6	15-6	45-0	48-9	37-7	20-7	36-0	47-9	8-1	7-9	43-5	39-9	16-00	.....	26-00-30-00(c)	12
13-5	14-7	15-4	6-9	7-3	41-6	14-1	17-0	41-3	46-1	39-7	21-3	36-5	44-0	8-0	7-8	42-4	40-6	15-75	.....	16-00-20-00(c)	13
13-8	14-7	15-2	7-0	7-9	39-9	14-5	17-5	41-2	46-0	39-4	19-0	37-4	47-6	8-0	7-9	41-5	40-0	15-50	.....	.....	14
14-3	15-6	16-2	6-3	6-4	39-9	14-5	18-0	45-4	46-1	39-7	....	39-4	50-0	8-0	8-0	39-9	39-4	17-50	.....	20-00-24-00(c)	15
14-7	14-5	16-0	7-4	8-7	39-5	15-0	16-3	45-4	56-0	42-1	19-0	37-5	48-7	7-9	7-7	46-2	40-0	16-25	.....	.....	16
13-7	14-5	15-4	6-0	7-2	35-0	15-0	15-0	44-5	48-0	39-7	....	38-6	50-1	8-0	7-5	48-3	39-4	19-00	.....	14-00-18-00(c)	17
14-5	14-6	14-8	6-7	7-2	35-3	15-0	18-8	40-5	49-5	40-9	....	37-7	48-9	8-5	8-0	47-2	40-6	16-00	.....	20-00-24-00(c)	18
12-9	14-1	14-7	6-3	5-1	47-4	14-1	14-9	41-7	45-4	37-1	20-9	33-7	46-4	8-4	8-4	43-7	38-9	16-00	.....	.....	19
14-3	14-5	14-9	6-5	4-9	44-4	14-5	14-4	43-3	45-5	36-0	19-7	33-4	47-5	8-4	8-3	46-6	39-4	16-00	.....	22-00-26-00	20
13-9	14-1	14-5	6-4	4-9	44-6	13-0	15-2	44-0	47-5	34-4	19-8	35-1	49-0	8-3	8-1	43-3	38-4	16-00	.....	20-00-24-00	21
14-1	14-4	14-6	5-6	4-1	49-2	13-5	14-3	35-6	42-4	35-5	20-6	33-3	44-8	8-7	8-5	41-4	38-4	16-00	.....	21-50-25-50	22
14-7	14-9	15-0	6-9	5-4	49-5	15-0	18-0	37-5	42-3	....	....	34-4	47-4	8-2	8-2	45-8	38-5	16-50	.....	23-00-27-00(c)	23
14-3	14-5	14-4	6-6	4-6	53-1	14-2	15-3	42-7	45-5	37-5	19-5	35-7	44-4	8-6	8-5	42-0	38-1	16-80	.....	25-50-29-50	24
14-2	14-5	14-4	6-6	4-8	43-8	14-0	14-0	43-9	47-7	34-7	19-4	33-3	46-1	8-5	8-3	44-6	39-4	16-00	.....	22-00-26-00	25
13-9	14-2	14-6	6-4	4-6	40-0	13-7	14-1	42-0	43-0	36-3	19-7	32-7	44-7	8-6	8-5	43-1	38-5	16-00	.....	22-50-26-50	26
14-0	14-1	14-4	6-1	5-2	49-4	13-4	14-0	45-3	43-6	35-5	19-4	33-2	45-8	8-1	8-1	42-4	39-3	15-50	.....	26-00-30-00	27
13-5	13-9	14-4	6-7	4-8	49-4	14-1	14-5	41-0	45-2	37-4	21-7	35-1	45-2	8-1	7-9	43-3	38-8	16-00	.....	29-00-33-50	28
14-4	14-5	14-9	6-5	4-7	40-8	15-0	14-3	41-6	45-9	36-5	20-1	32-8	45-2	8-6	8-5	40-2	39-3	16-00	.....	26-00-30-50	29
14-1	14-6	14-9	6-3	5-0	46-6	14-0	13-8	40-7	43-4	36-3	19-5	32-6	44-6	8-6	8-4	43-9	39-2	16-50	.....	26-50-30-50	30
13-2	13-6	14-7	6-7	3-9	50-7	....	13-2	44-5	44-0	36-0	18-4	34-7	44-0	8-5	8-7	44-2	39-6	14-63	.....	25-00-29-00	31
14-4	14-4	15-0	6-3	5-0	50-3	14-1	15-0	42-7	47-3	38-7	21-3	35-7	46-3	9-0	8-9	49-7	39-4	17-25	.....	23-00-27-00	32
13-6	14-1	14-4	7-1	4-3	44-5	13-4	13-7	41-6	45-5	....	19-7	34-5	44-8	8-6	8-4	46-7	39-3	16-00	.....	23-00-27-00	33
14-3	14-6	14-8	6-9	5-4	48-6	13-3	15-0	41-7	44-3	37-7	20-0	35-7	49-1	8-3	8-1	43-9	39-1	16-75	.....	31-00-35-00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

	Beef					Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med.. sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
35—Owen Sound.....	42.0	39.3	39.3	24.6	23.3	....	45.3	37.5	26.3	45.4	17.1	19.4	39.9	10.0	40.0	31.7	6.0	3.9	5.4	9.4
36—Peterborough.....	45.0	41.6	42.2	26.2	22.3	31.8	43.8	39.6	29.2	46.7	18.1	19.1	40.6	10.0	39.4	34.5	6.0	4.3	5.4	8.6
37—Port Arthur.....	43.6	40.0	38.8	24.8	21.8	28.0	38.6	36.8	28.0	48.5	17.8	18.9	44.1	11.0	39.9	34.7	6.3	4.2	5.5	9.1
38—St. Catharines.....	44.0	40.7	42.0	25.3	20.5	30.7	41.5	40.9	25.3	46.3	17.9	19.1	42.1	10.5	39.8	35.2	6.0	4.2	5.4	8.9
39—St. Thomas.....	43.9	40.4	41.8	25.2	23.0	30.0	44.3	39.7	29.0	46.1	17.4	19.5	42.6	10.0	39.6	34.4	6.0	4.2	5.9	9.4
40—Sarnia.....	42.6	39.8	41.1	26.1	21.2	32.2	42.1	37.6	29.6	45.9	18.3	19.6	43.8	10.0	40.2	32.7	6.0	4.0	6.1	9.4
41—Sault Ste. Marie.....	43.1	40.0	38.4	26.9	21.9	....	42.3	37.0	29.3	44.7	17.6	19.1	44.7	11.0	39.8	31.7	6.7	4.0	5.7	9.1
42—Stratford.....	41.4	39.5	39.8	25.8	22.8	....	....	37.2	28.0	45.4	18.0	19.9	39.0	10.0	39.5	33.3	5.3	3.9	5.9	9.1
43—Sudbury.....	43.9	40.1	40.4	25.6	23.1	28.2	39.4	37.4	29.1	43.7	18.0	19.5	45.0	11.0	39.8	33.3	6.7	4.2	6.4	9.2
44—Timmins.....	44.4	40.9	41.5	26.3	21.5	29.5	43.7	38.9	28.3	44.7	18.7	19.5	47.0	12.0	39.8	34.9	6.7	4.3	5.4	9.5
45—Toronto.....	44.0	40.3	41.6	25.6	22.9	30.9	43.3	38.9	25.1	49.8	17.7	19.1	44.8	11.0	40.2	37.8	6.7	4.2	5.4	8.7
46—Welland.....	41.5	37.9	41.0	26.0	22.1	30.7	....	38.2	27.6	43.4	17.5	19.4	39.9	11.0	40.0	35.6	6.7	4.1	5.3	8.9
47—Windsor.....	43.3	40.1	41.4	25.0	23.4	31.0	43.1	38.5	28.8	45.6	17.8	19.2	42.8	11.0	39.3	35.5	6.0	4.2	5.3	8.9
48—Woodstock.....	42.7	39.5	39.5	25.0	19.2	....	42.5	37.5	26.0	44.7	17.2	19.0	40.9	10.0	39.4	32.0	6.0	4.3	5.8	8.8
Manitoba—																				
49—Brandon.....	42.8	38.2	40.2	25.2	19.8	....	41.7	36.8	25.0	46.6	16.8	21.1	41.1	10.0	38.0	34.0	7.1	3.8	5.7	8.9
50—Winnipeg.....	42.0	37.7	34.1	24.5	21.7	27.4	40.5	36.7	29.3	47.5	17.0	19.5	42.4	9.0	37.4	34.6	8.0	3.7	5.3	8.8
Saskatchewan—																				
51—Moose Jaw.....	42.4	37.8	38.2	23.8	18.4	....	40.4	35.0	26.6	46.1	15.6	20.7	....	11.0	37.3	34.3	7.2	3.8	5.6	8.6
52—Prince Albert.....	36.2	33.2	33.0	22.8	17.4	....	....	36.0	26.7	35.7	16.4	19.7	40.0	10.0	38.6	33.9	6.0	4.2	....	8.8
53—Regina.....	40.7	37.8	35.5	24.0	20.8	25.4	38.0	35.0	24.2	43.6	16.2	21.7	40.5	10.0	37.3	35.0	6.8	4.0	6.1	8.9
54—Saskatoon.....	42.0	37.6	36.4	24.7	19.8	27.3	39.9	34.8	26.5	45.2	16.1	19.9	40.6	10.0	37.3	34.6	7.2	3.7	5.4	8.9
Alberta—																				
55—Calgary.....	43.9	39.1	39.2	24.8	21.7	26.7	40.6	35.7	29.5	48.2	16.1	20.1	41.0	10.0	38.1	37.0	7.2	3.9	5.4	8.8
56—Drumheller.....	40.5	37.0	38.3	24.0	20.0	....	....	35.0	26.0	44.6	17.0	21.6	40.7	10.0	39.2	37.3	8.0	4.4	5.7	9.0
57—Edmonton.....	40.2	35.5	37.4	22.2	20.5	26.7	36.6	34.3	25.7	45.1	15.7	20.1	42.4	10.0	37.5	35.3	7.2	3.9	5.3	8.7
58—Lethbridge.....	40.6	36.8	36.4	24.0	19.0	25.3	39.7	34.6	26.7	44.0	15.9	21.0	41.0	10.0	38.0	....	8.0	4.0	....	8.7
British Columbia—																				
59—Nanaimo.....	46.7	42.3	45.0	27.2	25.2	....	44.0	41.3	30.2	49.4	18.4	20.5	40.8	12.0	43.2	37.0	9.0	4.3	....	9.2
60—New Westminster.....	44.9	40.1	41.9	25.8	23.8	29.7	41.9	40.5	26.8	46.9	18.1	19.9	40.5	10.0	41.0	34.8	8.0	4.2	6.0	9.3
61—Prince Rupert.....	45.5	42.5	43.7	25.7	24.0	29.0	43.7	41.5	29.3	48.9	18.7	20.8	46.3	15.0	41.7	38.1	10.0	4.9	....	9.6
62—Trail.....	44.0	40.0	43.3	25.6	24.4	29.2	44.4	39.8	29.4	45.9	18.0	22.6	37.4	13.0	39.9	34.1	9.0	4.2	5.9	9.3
63—Vancouver.....	46.7	41.8	42.6	26.2	24.8	28.3	42.9	39.1	28.9	49.8	17.5	19.2	40.4	10.0	40.6	34.5	9.6	4.2	5.7	8.9
64—Victoria.....	45.4	41.8	43.7	26.6	24.4	31.7	44.3	40.0	30.1	47.1	18.4	20.3	41.0	11.0	41.8	34.8	9.0	4.3	6.6	9.1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, FEBRUARY, 1945 (Concluded)

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3 1/2 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium per 1/4 lb. package	Coal		Rent (b)		
Tomatoes, choice, 2 1/2 (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton			
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
14-1	14-3	14-7	6-3	4-6	45-0	14-3	42-7	47-7	19-7	34-7	43-2	8-6	8-5	48-4	38-9	16-50	16-00-20-00	35				
13-6	14-0	14-4	6-1	4-7	41-3	13-9	44-9	36-6	21-5	33-6	46-3	8-5	8-5	43-3	39-0	16-75	24-00-25-00	36				
14-1	14-6	14-2	6-2	4-8	54-7	14-4	43-1	50-4	38-2	36-5	43-7	8-5	8-4	41-9	38-1	16-80	23-00-27-00	37				
13-7	14-4	14-7	7-0	4-6	51-1	15-0	41-0	45-7	34-4	18-4	32-9	47-1	8-5	8-2	43-7	39-2	15-75	27-00-31-00	38			
14-0	14-7	14-8	6-3	5-9	48-2	14-4	46-1	44-3	35-3	20-6	33-9	46-5	8-7	8-6	45-1	39-5	16-00	21-00-25-00	39			
14-5	14-8	15-0	7-0	5-1	49-8	13-1	42-8	46-1	37-0	19-7	33-4	46-1	8-8	8-7	44-5	39-4	16-50	23-00-27-50	40			
14-6	14-6	14-8	6-1	5-0	52-3	13-1	38-6	48-5	37-0	19-9	35-0	45-1	8-5	8-5	41-8	39-0	17-00	23-00-27-00	41			
14-5	14-1	14-9	6-0	4-8	46-6	13-8	41-6	44-5	35-5	19-7	33-5	46-4	8-8	8-6	44-8	38-7	16-00	21-00-25-00	42			
14-4	14-4	14-5	6-1	4-8	43-7	13-8	39-2	46-1	38-4	20-0	35-0	48-8	8-8	8-5	45-0	38-5	17-75	28-00-32-00	43			
15-0	14-8	14-9	6-3	5-5	52-0	13-6	43-7	57-7	39-8	19-4	35-2	49-2	8-8	8-8	39-3	38-8	19-50	24-50-28-00	44			
13-5	13-7	14-2	6-4	4-2	49-0	14-2	43-4	42-4	35-6	19-4	32-4	45-6	8-2	8-0	44-4	38-7	15-50	32-50-36-50	45			
13-8	13-7	14-4	9-1	4-3	50-5	44-4	43-7	36-0	19-0	32-6	44-9	8-3	8-3	42-1	39-0	15-50	32-50-36-50	46				
14-0	14-9	14-6	6-2	4-8	50-8	13-3	40-4	42-7	35-0	20-2	33-1	46-0	8-2	8-0	40-9	38-5	16-00	25-00-29-00	47			
14-3	14-3	14-3	6-3	5-1	44-8	14-3	42-3	44-5	36-4	19-7	34-0	46-6	8-6	8-6	45-4	39-1	16-00	22-00-26-00	48			
15-6	14-9	15-4	7-2	5-1	40-8	14-5	41-6	43-0	41-0	38-0	43-7	9-2	9-0	43-5	38-1	8-37	21-00-25-00	49				
15-4	15-6	15-7	7-2	3-7	47-2	13-5	41-6	41-9	39-2	21-8	36-7	43-2	9-0	8-9	37-6	37-8	12-95	26-00-30-00	50			
16-7	15-3	15-6	6-7	5-7	46-8	39-1	42-7	23-0	36-7	42-6	9-3	9-3	42-6	39-2	10-30	21-00-25-50	51					
16-0	16-7	16-7	7-5	6-8	41-3	15-6	40-3	44-4	40-0	23-2	38-3	47-6	9-9	9-6	39-6	37-8	10-50	19-50-23-50	52			
16-7	15-3	16-0	6-6	6-4	43-4	13-3	40-7	42-3	40-0	22-1	36-7	46-7	9-3	9-6	42-0	38-0	11-50	27-50-31-50	53			
17-1	15-9	16-5	7-3	5-6	37-5	15-1	43-8	44-5	39-8	22-5	38-1	45-4	9-7	9-8	44-2	37-7	10-10	22-00-26-00	54			
15-3	14-7	14-9	7-4	5-8	46-1	13-8	41-2	47-1	36-6	21-1	34-2	44-6	9-0	9-2	41-4	37-6	8-25	26-00-30-00	55			
17-3	16-1	16-2	7-8	6-3	46-3	13-1	46-8	48-0	40-0	22-9	35-7	45-2	9-5	9-7	42-5	38-0	20-00-24-00	56				
15-3	14-9	15-4	7-4	5-7	39-9	14-5	46-0	41-1	38-3	21-3	34-2	44-5	9-1	9-4	43-1	37-6	5-40	24-50-28-50	57			
15-5	13-9	14-6	7-1	5-7	38-8	12-6	41-0	44-4	20-6	32-2	44-7	9-3	9-5	45-0	37-5	4-90	22-00-26-00	58				
15-0	15-0	15-3	7-9	5-1	60-1	12-0	41-0	38-7	37-7	20-3	30-8	43-7	8-9	8-8	40-8	38-1	17-00-21-00	59				
14-9	14-1	15-0	7-4	4-8	50-4	11-8	38-6	36-6	35-8	20-4	33-4	43-3	7-9	7-8	36-4	38-4	13-00	20-50-24-50	60			
16-2	15-8	16-4	8-3	6-0	57-5	12-6	50-3	44-8	38-7	21-3	31-7	44-7	8-8	8-6	44-3	39-0	13-65	20-00-24-00	61			
15-0	15-2	15-9	8-4	4-8	52-4	12-4	38-3	46-7	34-3	22-6	35-2	48-5	9-0	8-9	39-2	37-7	10-75	23-00-27-00	62			
14-8	14-5	14-7	7-3	5-3	53-1	11-3	38-6	36-4	20-1	30-6	42-9	8-0	8-0	39-1	37-8	13-00	23-50-27-50	63				
14-9	14-9	15-2	7-5	5-2	52-9	13-2	41-5	37-3	36-3	20-0	31-4	42-5	8-9	8-4	43-5	38-3	13-25	21-00-25-00	64			

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

onions, hay, rye and coffee beans, while oranges and lemons were lower. Strength in steel plate in the rolling mill products section was responsible for an advance of 0.1 to 117.2 for iron and steel products. Index levels for other groups remained unchanged as follows: 91.7 for fibres, textiles and textile products; 118.3 for wood, wood products and paper; 79.7 for non-ferrous metals, 102.7 for non-

metallic minerals and 100.1 for chemicals and allied products.

Canadian farm products moved up 0.2 to 104.6 between January and February. Strength in field products was responsible, an increase of 0.3 to 93.8 in this group reflecting higher prices for potatoes, onions, hay and rye. Animal products were unchanged at 122.7, lower prices for steers and hogs offsetting upturns in eggs, calves and lambs.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	Feb. 1926	Feb. 1929	Feb. 1933	Feb. 1940	Feb. 1941	Feb. 1942	Feb. 1943	Feb. 1944	Jan. 1945	Feb. 1945
All commodities.....	64.0	127.4	155.9	97.3	102.2	95.0	63.5	82.8	85.4	94.6	97.5	102.7	102.8	102.9
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	102.7	89.8	50.6	74.1	72.4	82.7	87.0	95.2	95.7	95.8
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	102.5	107.8	55.6	80.0	84.3	98.9	105.1	107.8	106.7	106.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	103.6	93.2	67.8	83.2	84.5	92.1	91.9	91.9	91.7	91.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.7	94.0	63.1	86.1	92.4	100.8	104.1	117.8	118.3	118.3
V. Iron and Its Products.....	68.9	156.9	163.4	104.6	100.8	93.3	85.2	102.7	108.5	115.4	116.0	116.0	117.1	117.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	104.9	99.7	58.4	76.4	77.7	77.8	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	101.3	92.6	84.8	87.6	91.5	98.5	99.8	102.9	102.7	102.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	101.1	94.9	81.7	85.7	92.0	104.3	100.4	100.2	101.1	101.1
Classified according to purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	101.9	94.2	68.7	82.9	85.7	94.9	96.3	97.7	97.4	97.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	102.3	97.5	58.0	79.7	82.4	95.9	100.7	102.3	101.5	101.7
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	101.7	92.0	75.8	85.1	87.9	94.2	93.3	94.7	94.6	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	102.4	95.5	58.1	79.2	80.5	87.0	91.3	100.0	100.4	100.4
Producers' Equipment.....	55.1	81.9	108.6	104.1	102.9	94.1	87.0	96.6	102.3	108.1	111.7	118.9	120.0	120.0
Producers' Materials.....	69.1	139.0	171.0	98.2	102.3	95.6	54.9	77.3	78.1	84.7	89.0	97.9	98.2	98.2
Building and Construction Materials.....	67.0	100.7	144.0	108.7	102.4	98.9	74.7	93.5	100.2	114.4	118.5	126.8	127.9	127.9
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	102.3	94.9	61.1	74.5	74.4	79.7	84.0	93.0	93.2	93.2
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	103.8	89.2	51.1	71.4	71.0	80.4	83.5	90.7	90.8	90.9
B. Animal.....	70.1	129.0	146.0	95.9	103.5	105.5	57.2	82.1	85.4	96.6	101.0	101.3	100.9	100.9
Farm (Canadian).....	64.1	132.6	160.6	88.0	102.8	98.1	42.9	70.3	68.3	80.4	88.6	104.3	104.4	104.6
II. Marine.....	65.9	111.6	114.1	91.7	96.3	104.4	56.7	77.8	83.7	108.5	121.9	135.3	130.5	132.0
III. Forest.....	60.1	89.7	151.3	106.8	100.7	93.8	63.3	85.8	92.0	100.3	103.7	117.0	117.5	117.5
IV. Mineral.....	67.9	115.2	134.6	106.4	101.5	92.4	79.9	89.2	93.1	97.9	98.9	100.5	100.7	100.7
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	103.6	96.2	50.6	75.7	77.7	87.9	93.9	104.6	104.3	104.5
All manufactured (fully or chiefly)....	64.8	127.7	156.5	100.4	102.1	93.1	66.8	81.7	83.8	91.8	92.7	93.7	93.8	93.8

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labor Department	Cost of Living, Federal Labor Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1926	200	1930	78	July 1914	188	1910=1000	1936-1939	1936-1939	1926-1930	1926-1930
Base Period:	1926	(a)	1926	(b)	1930	(g)	July 1914	(c)	1910=1000	1939=1000	(d)	1926-1930	(e)	1926-1930
1913.....	64.0	79.1	69.8	70.7	.....	(g) 100	(g) 100	.....	1125	814	.....	748	628
1914.....	55.5	79.7	68.1	71.8	.....	(g) 100	(h) 100	.....	1000	855	.....	805	676
1915.....	70.4	89.5	89.5	72.5	.....	123	.....	.....	1204	892	.....	824	724
1916.....	84.3	87.0	85.5	77.9	.....	146	.....	.....	1370	908	.....	892	786
1917.....	114.3	102.4	117.5	91.6	.....	176	.....	.....	1583	990	.....	1024	850
1918.....	127.4	135.6	131.3	107.5	.....	203	.....	.....	1793	1064	.....	1295	912
1919.....	134.0	126.5	138.6	123.8	.....	215	.....	.....	1894	1177	.....	1532	1014
1920.....	155.9	145.4	154.4	143.0	.....	249	.....	.....	2312	1458	.....	1626	1034
1921.....	110.0	129.9	97.6	127.7	.....	226	.....	.....	2009	1320	.....	1428	852
1922.....	97.3	120.4	96.7	119.7	.....	183	.....	.....	1445	1063	.....	1194	1010
1926.....	100.0	121.8	100.0	126.4	.....	172	.....	.....	1387	1069	.....	1053	1006
1928.....	96.4	120.5	96.7	122.6	.....	166	.....	.....	144.6	1066	.....	894	1004
1929.....	95.6	121.7	95.3	122.5	.....	164	.....	.....	1395	1041	.....	988	1004
1930.....	86.6	120.8	86.4	119.4	.....	157	.....	.....	1155	1041	.....	963	981
1933.....	67.1	94.4	65.9	92.4	.....	140	.....	.....	1047	932	.....	904	795
1938.....	78.6	102.2	78.6	100.8	.....	156	.....	.....	1174	1000	.....	1056	980
1939.....	75.4	101.5	77.1	99.4	.....	101.4	.....	.....	999	1011	.....	1029	980
1940.....	82.9	105.6	78.6	100.2	.....	102.8	.....	.....	1034	1051	.....	1195	1035
1941.....	90.0	111.7	87.3	105.2	.....	136.6	.....	.....	1047	1061	.....	1311	1073
1942.....	95.7	117.0	98.8	116.5	.....	152.6	.....	.....	1173	1176	.....	1416	1109
1943.....	100.0	118.4	103.1	123.5	.....	159.4	.....	.....	1242	1267	.....	1513	1002
1944—February.....	102.5	118.9	104.0	123.5	.....	162.8	.....	.....	1706	1244	.....	1513	1002
.....March.....	102.7	118.9	103.6	123.8	.....	164.6	.....	.....	1866	1272	.....	1567	1003
.....April.....	103.0	119.0	103.8	123.8	.....	164.9	.....	.....	1768	1283	.....	1567	1005
.....May.....	102.9	119.1	103.9	124.6	.....	165.5	.....	.....	1655	1291	.....	1558	1005
.....June.....	102.5	119.2	104.0	125.1	.....	166.1	.....	.....	1773	1292	.....	1565	1001
.....July.....	102.5	119.0	104.3	125.4	.....	166.1	.....	.....	1773	1292	.....	1565	1001
.....August.....	102.3	118.9	104.1	126.1	.....	167.1	.....	.....	1757	1285	.....	1566	1003
.....September.....	102.3	118.8	103.9	126.4	.....	167.5	.....	.....	1410	1274	.....	1558	1003
.....October.....	102.4	118.6	104.0	126.5	.....	167.1	.....	.....	1281	1281	.....	1559	1003
.....November.....	102.4	118.9	104.1	126.7	.....	166.7	.....	.....	1402	1273	.....	1559	1003
.....December.....	102.4	118.5	104.4	126.6	.....	166.9	.....	.....	1301	1308	.....	1574	1004
1945—January.....	102.8	118.6	104.9	127.0	.....	167.2	.....	.....	1779	1308	.....	1574	1004
.....February.....	102.8	118.6	104.9	127.1	.....	167.2	.....	.....	1766	1311	.....	1577	1004
.....March.....	103.0	118.7	105.0	127.8	.....	167.2	.....	.....	1402	1402	.....	1577	1004

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Activities of the Wartime Prices and Trade Board During 1944

Success of Stabilization Program—Civilian Supply, Distribution, Rent Control

THE problems of the civilian economy in the sixth year of war and in the fourth year of overall price control are discussed in the recent Annual Report of the Wartime Prices and Trade Board.¹ This, the third of the Board's Reports to Parliament, covers the calendar year 1944 and deals with price control, civilian supply, problems of distribution, rentals and shelter, and related topics.

One of the most striking features of the Report is prosaically entitled "Appendix L". It consists of a series of charts, making a graphic summary of the record of the stabilization program in this war. The charts show how prices soared and collapsed during and after the last war and in earlier wars. They then show that war expenditures have been much greater in the present conflict and that these enormous outlays have greatly enlarged purchasing power so that inflationary pressures have been stronger than in the last war. Finally, they demonstrate that despite these pressures prices in this war have risen far less than in the last war and that the wartime rise of living costs in Canada (17.6 per cent) has been less than in most other countries (see chart on cover of this issue). For a full year the price level has been practically stabilized.

At the same time these charts point to the dangers that still lie ahead. It is clearly shown that the inflation which started in 1914 reached its peak in 1920, well after the end of the last war, and was then followed by a sharp deflation—more disruptive in many of its consequences than the inflation had been. This was true not only in Canada, but also in the United States, the United Kingdom and other countries. The appendix thus emphasizes the need for continued vigilance and determined support of stabilization measures, if the already difficult transition from war to peace is not to be disorganized by inflation with its inevitable aftermath of deflation.

Stabilization and Employment After the War

This point is also emphasized in the introductory chapter of the Report, which reviews the main developments in the civilian economy during 1944 and looks ahead to the prob-

lems of the reconversion period. The reader is reminded that "the favourable war news and the gradual contraction in war production last summer and fall focussed attention on reconversion and led to a natural but premature relaxation in the active public and business support which had sustained the stabilization program". This continued support is particularly important in view of the problem of maintaining employment after the war. "To keep up employment in the postwar, the volume of production and sales of civilian goods must be greatly enlarged. To assure a large and continuing volume of civilian production in turn means that prices must be kept at reasonable levels". "The Board will make every effort to finish its job—to help achieve what has never been achieved before and is in the interests of every group in the community—i.e. to get through the war and its immediate aftermath without a major inflation. To do so, the prime requirement is a continuance of the high degree of public support which the anti-inflation program has thus far received."

Pressure on Price Ceiling

Though the official cost of living index ceased rising during the year and was, in fact, a shade lower at the close of 1944 than at its beginning, rising costs continued to press against the price ceiling. Since the beginning of the war, rising costs in civilian industries have resulted from the diversion of materials, plant and manpower to war activities. This process is described in the first chapter. "Civilian activities are restricted and civilian industry inevitably takes second choice of the available manpower, materials and machinery. Less efficient workers are hired, inexperienced workers have to be trained, substitute materials have to be used, bottlenecks in supplies develop and deliveries become less reliable, and machinery has to be made to do. Labour turnover rises abnormally. Labour costs, therefore, tend to rise, even if wage rates do not increase, as, in fact, they have to a considerable degree. Working in the opposite direction are the high volume of production induced by war orders and by the ready civilian market, the rapid turnover of output and reduced selling expenses. These latter factors have generally made it feasible to maintain ceiling prices."

¹Report of the Wartime Prices and Trade Board, January 1, 1944 to December 31, 1944, Ottawa, King's Printer, pp. 76.

The report traces the changing pattern of these pressures during the past year. "War demands for manpower levelled off with the result that there was some abatement in the upward trend of labour costs. But at the same time the influences which had formerly worked to reduce costs were much less operative. The total output of the country was, for practical purposes, running at its peak, and the additional economies to be gained through increased volume and more rapid turnover were comparatively small or lacking..... a number of producers, looking towards reconversion, requested increased prices on the grounds that declining war contracts were tending to increase their costs".

In addition to rising costs, the continuing shortage of supplies and increasing spending by consumers provided further pressures on ceiling prices.

In the face of these pressures the Board held to its general policy of setting prices in line with the 1941 level. As mentioned above, the report emphasizes the importance, as well as the difficulty, of maintaining stable prices in the period of reconversion. The second chapter discusses the application of this policy and emphasizes two problems that have become increasingly important in 1944. The first is the problem of pricing goods that were not on the market in the "basic period" in 1941, and the second is the problem of maintaining the quality of goods in accordance with the price-quality relationship of 1941.

Pricing of New Goods

The pricing of "new goods" (as goods for which no maximum price is established as called in the Report) has become a major problem for three reasons: In the first place, "more than three years have elapsed since the basic period and during that time there have naturally been a variety of changes in design and technique." Secondly, there has been a large number of new entrants into business, and finally, a number of restrictions on the manufacture of various goods have been relaxed and the ban against a variety of imports from the United States (originally imposed to conserve foreign exchange) has been removed.

The procedure for fixing maximum prices for "new" goods is described in detail in the second chapter. The main point is that goods are appraised by experts "with the definite purpose of arriving at a price appropriate to the basic period price level for comparable or related goods. Where practicable, actual samples are inspected by an administrator or by a committee made up of experts in the field. Where samples cannot be obtained this

appraisal is based upon detailed descriptions or specifications. Current costs are not the basis for determining ceilings".

Quality Control

The maintenance of quality and serviceability in relation to price is a necessary part of a fully effective system of price ceiling control. The report points out that to a substantial degree this function is performed by the pricing procedure just described, which takes price-quality relationships into account in pricing new and modified goods. In addition a Standards Division was set up at the beginning of 1943 to work specifically on the problem of quality control. This division, with its staff of inspectors, has worked mainly in the apparel field and has conducted investigations at the factory level to see that manufacturers are maintaining the quality, with respect to materials and workmanship, of their products. Consumer complaints and information given by retailers often lead to investigation of an entire field, beginning with the manufacturing plants and extending through to selected distributors. To make this work possible the Prices Board has required that garments should be marked with the manufacturers' name, licence number, or registered trade mark and with the style number provided by the administrator pricing the article. This enables investigators to trace the article questioned at the retail level back to the manufacturer and his price authorization.

The chapter on price policy also outlines the Board's policy in dealing with applications for "relief" from the squeeze of rising costs under established ceilings. It discusses a number of other problems, such as the pricing of goods sold by the War Assets Corporation and the protection of domestic supplies in the face of higher prices in export markets.

Civilian Supplies

The main forces affecting civilian supplies in 1944 are outlined in the third chapter. War production as a whole ceased to expand, and there was a slight improvement in the volume of goods and services available for the civilian economy. The various abrupt changes in particular war programs had their repercussions in civilian production—an easing here and a tightening there. At the end of the year, new war programs halted the very modest expansion in the output of some civilian metal articles.

Labour shortages were the chief bottleneck in civilian production. "While the overall supply of labour available to the civilian

economy was somewhat greater than in the previous year, the movement of skilled labour to war plants and of strong male labour to the armed forces resulted in serious shortages of *suitable* labour in many civilian industries. Moreover, the frequency of unpredictable changes in military requirements placed an added strain on the machinery of manpower allocation and labour momentarily not engaged on war production could not always be allocated to the most urgently required civilian production as readily as might have been possible under more stable conditions."

The public's buying power is also emphasized as affecting the civilian supply picture; "Consumer spending increased as a result of increased purchasing power, of accumulating deferred needs, and of the widespread impression last summer and fall that the war was almost over. This increased consumer demand resulted in a further depletion of inventories of some goods and led to shortages."

Dealing with the various commodity groups the report indicates that food supplies were more plentiful than in 1943, because of the good weather and unusual production efforts. Various textile articles were in short supply owing to increased demand, decreasing labour efficiency and the difficulty of procuring adequate supplies from abroad. Building supplies, hardware and household appliances were produced in somewhat larger volume, but most of these articles, particularly building supplies, were still very scarce in relation to the greatly increased requirements.

Supplies Remain Limited

No general or widespread improvement in civilian supplies is to be expected in 1945, according to the Report, and in some important lines the position is likely to deteriorate. The effect of the new war contracts at the end of 1944 has already been mentioned, and there is the possibility that the output of civilian metal goods will be further restricted. Food requirements of our Allies remain at the extraordinary levels of 1944 and there will be additional relief needs. The production of meat will be considerably smaller than in 1944 and the output of other agricultural products is restricted by the shortage of manpower and is subject to the usual risks of weather. In the sphere of textiles "there is no immediate prospect of any widespread improvement in civilian supply: in some directions the outlook is for further restriction." No sudden improvement in these supplies should be expected with victory in Europe, since "requirements both for war and relief purposes will remain

large and European production will take time to recover."

Responsibility of Prices Board

Consumers will be particularly interested in the section of the Report discussing the Board's responsibility in the sphere of supply and distribution: "The Board's responsibility is limited to assuring sufficient supplies to provide for the *essential needs* of the civilian population. It is true that these essential needs cannot be expressed in exact amounts, because there are a variety of ways in which they can be met—e.g. people can do with less pork if there is sufficient beef and they can get along with fewer rayon stockings if cotton stockings are available—and because the amount of production required depends in part on the way in which it is distributed—e.g. if a strict rationing system is in force less production might be required than if the product concerned were freely distributed. But, though the borderline of the Board's responsibility cannot be clearly defined, it does not extend to seeing that people get exactly what they want or all they want. The Board has no mandate to plan all civilian production, or to devise schemes for apportioning supplies which are not genuinely needed." It follows from this that "it is not the Board's responsibility to say what shall *not* be produced, unless it is clear that the production of non-essentials is preventing the output of a sufficient supply of essentials. With the existing structure of controls over materials and labour this need seldom be the case."

The Board's work in the sphere of supply has, therefore, for the most part taken the form of positive actions to facilitate needed production, such as the allocation of materials, the procurement of materials from abroad, applications to National Selective Service for labour assistance and, in a number of cases, specific direction of production. These activities are described in detail in the chapter on "Supply" and in the various commodity chapters, particularly those on "Metal Consumer Goods" and "Textiles and Footwear". Of special interest is the system of "production directives" in the textiles industry and for children's shoes. "They consist of directives to individual manufacturers to produce a specific amount of the article concerned on the understanding that the necessary materials will be made available and that, if required, assistance in obtaining labour will be requested from National Selective Service. They are the most direct and effective way of assuring needed production." This system has been applied to such garments as knitted under-

wear of all kinds, children's fall and winter garments, socks and stockings, worsted suitings, and others. It will be extended further in 1945.

Rationing

Chapter four of the Report discusses the Board's controls in the field of distribution. The chapter summarizes the various changes in the food rations, resulting from the changing supply picture. The most important of these were the suspension of meat rationing on March 1, 1944, and of tea and coffee rationing on September 19. It is emphasized, however, that "rationing (of meat) was merely suspended and would be resumed as soon as it was needed to maintain the necessary flow of meat to cover urgent and essential overseas requirements." Reductions in the butter ration were necessitated by the increased requirements of fluid milk for domestic consumption and cheese for overseas. This section also includes an explanation of the reasons for the present form of the preserves ration.

In this chapter there is a discussion of the question of rayon hosiery, which was widely debated last fall, and the reasons why the Prices Board did not ration this article are set out. It was hoped that the shortage would only be temporary and "genuine discomfort was seldom involved, because of the continued availability of a moderate supply of other types of hosiery, even though these were frequently regarded as less desirable by consumers. Reluctance to ration hosiery further reflected the fact that equal sharing of hosiery supplies by the women of Canada would not result in fair distribution, since needs vary considerably as between town and country and between housewives and one type of worker and another."

The various commodity chapters (Foods, Farm Equipment, Textiles and Footwear, Pulp and Paper, etc.) are of interest, both for the information they contain on the different industries, and as illustrations of the problems of supply and pricing in particular concrete situations. The operation of the complex international machinery which allocates supplies between the Allies is illustrated in the chapter on Textiles, where Canada is chiefly a recipient, and in the chapter on Pulp and Paper, where Canada appears in the role of chief supplier. Some of the problems involved in fixing prices at the different levels of trade—e.g. grower, wholesaler, retailer—are discussed in the chapter on foods, while the problems arising from increasing raw material costs are illustrated in the section on Woodenware in the Lumber chapter. The section on

farm machinery in Chapter six provides an example of programming at the international level.

Emergency Shelter Regulations

The chapter on "Rentals and Shelter" is of special interest to those living in the larger cities, in which the housing problem has become increasingly acute. By the end of the year conditions in certain areas had developed to such a point that the government decided to give the Prices Board broad powers to co-ordinate "all activities relating to the transfer of population into such areas and to control the use of available shelter therein." These powers were to be applied only with the expressed approval of the municipality concerned. Early in 1945 Emergency Shelter Administrators were appointed for Ottawa, Toronto, Vancouver, Victoria, Hamilton, and Hull, but in Montreal the local authorities decided not to take part in the scheme. The report states that one of the principal duties of an administrator is "to co-ordinate the activities of all organizations at present concerned with the housing problem with a view to promoting the utilization of available dwelling space to the best advantage". The existing Housing Registries have been placed under the jurisdiction of the Emergency Shelter Administrators.

The increasing demand for dwelling space has also necessitated a tightening of the regulations protecting tenants against arbitrary eviction. To check illegal increases in room rentals the protection against eviction enjoyed by tenants of houses and apartments was extended to roomers other than boarders. The Prices Board also issued an order designed to prevent a number of abuses such as the practices of requiring prospective tenants to purchase the furniture at unreasonable prices, to pay special commissions or to pay several months' rent in advance.

Black Markets

Chapter 15 dealing with "Enforcement" describes the problem of dealing with black markets, which existed on a wider scale than in 1943. Particular attention was given to the trade in used motor vehicles at illegal prices, and to the illegal sales of rationed foods to industrial users and quota users. The difficulty of obtaining sufficient evidence on such transactions is very great and the Board's Enforcement Administration was handicapped by the shortage of staff. Nevertheless, with the co-operation of the R.C.M.P. and Provincial Police, a measure of success was

achieved. It is again stressed that "success or failure of wartime economic controls depends in large measure on the extent to which they are accepted by the public".

The chapter on "Board Organization" gives the reader an idea of why the Prices Board requires a staff of about 5,000 employees. The work of the Head Office in Ottawa and of the Administrations (dealing with different industries) is briefly outlined, and the work of the Board's Regional and Local Offices is described in some detail. The chapter ends with an indication that the loss of experienced

key personnel is a serious problem for the Board.

The last chapter describes the movements of retail and wholesale prices during the year and since the beginning of the war. These movements are illustrated by a number of interesting charts in the text, besides the charts in Appendix L, discussed above. Other appendices show the amounts of subsidy paid out, administrative expenses, index numbers of wholesale and retail prices and other information relating to the operations of the Board.

Wartime-Price Control in New Zealand

IT is pointed out in the New Zealand Official Year Book, 1944, that increased regulations of prices by governmental control has been a feature of New Zealand's economic policy during and since the First World War. Various modifications were made in control-of-prices legislation and regulations from time to time during the twenty years following 1919. The Year Book gives a brief summary of these developments before proceeding to trace the progress of such controls from 1939 to 1943.

Pursuant to a Proclamation of Emergency under the Public Safety Conservation Act, "regulations were made on September 1, 1939, with the object of stabilizing prices." These regulations provided that "prices of goods and services should not be raised above the prices ruling at September 1, 1939, except as might be specifically authorized by the Minister of Industries and Commerce." A clause in the regulations also prohibited the hoarding of goods. The regulations were superceded by the Control of Prices Emergency Regulations of December 29, 1939, which were designed to strengthen the administration of wartime prices control. The Price Investigation Tribunal was empowered "to investigate complaints with respect to prices charged for goods or services, to issue orders fixing the maximum or minimum wholesale or retail price at which any particular goods may be sold and to take any steps which, in its opinion, may be necessary to prevent profiteering or the exploitation of the public."

Exportable Surplus to Great Britain

Arrangements for the purchase, at agreed prices, of New Zealand's exportable surplus of meat, wool, dairy produce, scheelite, woolly sheepskins, tallow and linen flax fibre were made with the British government shortly after the outbreak of war. These prices are subject to review at specified periods on the request of either government. Economic Stabilization

Conferences held in the early war years made numerous recommendations with respect to price stabilization of a varied range of essential items of household consumption, including furniture, clothing, hardware, stationery, etc. Provision was also made for the stabilization of weekly rentals and of wage rates, etc.

Function of Arbitration Court

The Rates of Wages Emergency Regulations, issued in May, 1940, provided that the Arbitration Court from time to time, on the application of any industrial union or association of employers or workers might amend by general order the provisions of all awards and industrial agreements in force in so far as they determined rates of remuneration. No such amendment was to be made at less than six-monthly intervals. In making a general order the Court was required to take into consideration (a) the economic and financial conditions affecting trade and industry in New Zealand; (b) the cost of living; (c) any rise or fall in the cost of living since a previous order was made; (d) all other relevant considerations. With certain reservations respecting the payment of wages to young people and women, rates of payment in all awards were increased by five per cent in August, 1940, and by a further five per cent in April, 1942.

The principal new features of price control in 1943 are stated to be the fixation of maximum retail prices for many kinds of vegetables, apples, pears and certain other fruits; these maxima made full allowance for seasonal variations. It is pointed out that retail-price quotations, from which index numbers are regularly calculated, are collected each month in 25 centres, distributed over both islands of the Dominion and are representative of both coastal and inland districts and of both large and small centres. The commodities for which

monthly index numbers are compiled are food-stuffs, and fuel and lighting; foodstuffs being divided into groceries, dairy produce and meat. Statistics of house rents have been collected at six-monthly intervals ever since the inauguration of price statistics in 1914. Later, the inquiry was extended to cover clothing and miscellaneous items, figures for which are collected at quarterly intervals. The miscellaneous items include some 95 articles, such as household furnishings, ironmongery, brushware, crockery, reading matter, cleaning materials, tobacco, postage, transport and personal services.

Provision is made for the quarterly computation and gazetting of a special wartime price index on the base, December 15, 1942 (=1000).

The following table shows the annual average index numbers for retail prices of the three food groups combined, house-rents and fuel and light for the years 1932 to 1942 inclusive:

Year	DOMINION WEIGHTED AVERAGE		
	Food Groups	House Rents	Fuel and Light
1932	775	844	958
1933	732	766	890
1934	774	758	841
1935	835	774	865
1936	870	804	887
1937	956	828	924
1938	991	858	964
1939	1,052	887	991
1940	1,076	916	1,005
1941	1,104	945	1,012
1942	1,127	963	1,021

The quarterly wartime price index as gazetted by the Dominion Statistician is used as the basis for the fixation of wage rates.

On the base December 1942 = 1000, the wartime price index at March 15, 1943, was 1011; at June 15, 1943, 1000; at September 15, 1943, 996; at December 15, 1943, 1001; at March 15, 1944, 1005; and at June 15, 1944, 1001.

Factory Inspection in Great Britain in 1943

Plans for Communal Factory Buildings—Enforcement—Accidents—Health—Personnel Supervision

THE Chief Inspector of Factories in Great Britain in his annual report for 1943 describes the year as

a period of stabilization and detailed adjustment of our available man-power to meet the changes necessary for the requirements of the fighting forces and other wartime exigencies . . . in particular . . . a further transfer of women to the more dangerous munition industries, with a slight increase in the number of accidents to women.

The total number of accidents, however, shows a slight fall, in spite of the increased proportion of quite young and elderly workers in industry.

Two developments appear to the Chief Inspector likely to have important effects on working conditions after the war. First, many workers

have had experience of conditions in the newer factories and will not readily accept a return to the congested work-rooms and poor standards of amenities which have been common in many of the older industries.

Second, plans are being considered for the construction on bombed sites or elsewhere of "communal factory buildings":

The idea is to build blocks of well-designed rooms of convenient sizes with good facilities for heating, ventilation, lighting, cleaning, maintenance, etc., that can be let out to the smaller type of factory occupier who in the past has often been driven by economic necessity into old and dilapidated domestic property quite unsuitable for factory pur-

poses. In these blocks a communal canteen can be placed on the top floor (and why not a roof garden) and other amenities, such as sanitary and washing facilities, whether or not specifically allocated in groups for use by the workers in particular factories, can be up to modern standards. The occupiers also can have the advantages of modern layout, power, hoist and other labour-saving machinery and the like that make for economic production.

On both these matters discussions are proceeding between the Factory Department and employers and workers.

Enforcement

The Chief Inspector reports that "increased support is being received from the courts in spite of the reiterated defence that there is a war on". The average penalty on conviction has increased since 1938 by nearly three times, partly accounted for by the increased penalties allowed under the Factories Act, 1937. The following table shows the nature and result of the prosecutions for 1938 and 1941-43.

Accidents

As regards accidents, it is reported that for the first time since 1938 there has been a decrease in the total number, and the decrease in the number of fatal accidents begun last year has been maintained. A reduction in the number of accidents due to power-driven

PROSECUTIONS REPORTED IN 1943 WITH COMPARATIVE FIGURES FOR
CERTAIN EARLIER YEARS

	1938	1941	1942	1943
Number of different firms or persons prosecuted.....	578	461	553	682
Number of charges under various offences or requirements:				
Notice of Accidents, etc.....	87	24	34	87
Health (sanitation).....	34	8	10	5
Safety.....	403	583	743	806
Employment.....	713	286	285	458
Regulations.....	216	89	104	167
Welfare.....	22	5	6	8
Other.....	4	23	35	17
Total number of charges.....	1,479	998	1,217	1,548
Results:				
Convictions.....	1,256	815	960	1,248
Withdrawn.....	145	143	225	247
Dismissed.....	78	40	32	53
Fines imposed (gross).....	£4,931	£7,827	£9,686	£11,437
Costs ordered against defendants.....	£447	£341	£510	£507

¹Includes 240 charges withdrawn on conviction on an alternative charge.

machinery and to the falls of persons—both likely causes of serious injuries—"points to a real advance in accident prevention apart from other causes".

Reasons for the decline in accidents are found in the more stabilized labour force with experience in factory work and in the tendency towards a shorter working week with the consequent reduction in the time during which persons are exposed to risk, lessened fatigue and less inclination to "chance it" an inclination common during the hours of overtime or towards the end of a long working day.

The Chief Inspector believes there are three stages in preventing accidents:

(1) Find out your facts—*where* do accidents happen? (To answer this requires proper statistics.) *How* do they happen? (this means careful investigation);

(2) make sure that processes and equipment are as safe as they possibly can be;

(3) educate the worker, and especially the newcomer, in proper methods. The value of the third stage depends completely on the adequacy of the other two.

Hours of Work

Hours of employment showed in 1943 a general reduction, "a settling down to round about a 50 to 52 hour week in the case of women and young persons between 16 and 18". Of the number of factories granted permission to employ women and young persons over 16 for more than 48 hours in the week, 77 per cent were for 55 hours or less, as compared with 70 per cent in 1942,

and 30 per cent were for 52 hours or less. Young persons under 16 cannot be employed more than 48 hours.

Industrial Health

The expansion of medical supervision and nursing and welfare services in factories which followed the Factories (Medical and Welfare Services) Order, 1940 has furnished experienced medical, welfare and safety officers for day-to-day work in the factories, for serving on health and safety committees and giving courses of instruction on particular aspects of industrial health. But an acute scarcity persists of men and women with adequate professional and technical qualifications who are also proficient in the science and practical aspects of industrial health.

It can hardly be denied that the anticipation, assessment and prevention of an occupational risk to health, be it mainly of a medical, engineering, chemical or physical nature is an applied science which has not yet been accorded facilities for study and research commensurate with the national needs.

As a contribution to the general effort towards industrial welfare, the report urges that the technical schools, in drawing up their new plans under the Education Act, 1944, should "make provision for instilling in every student the elementary principles of industrial health and personal safety".

New measures taken to make the factory inspectorate more effective in this field have been the appointment of advisory committees. An Industrial Health Advisory Committee to advise on technical and scientific questions was set up in April, 1943, when a Conference

on the subject was held. In addition to the Advisory Panel on Dermatitis in Industry which was formed in 1942, the Minister approved the creation of two similar panels to deal with Ophthalmological and Radiological matters, respectively, in relation to industrial health. There is also an Industrial Dust Hazard Panel. These panels have some members in common and are linked too, with the Medical Advisory Committee of the Ministry of Health, the Medical Research Council and the Industrial Health Research Board as well as with other important medical, scientific, and employers' and workers' organizations and academic bodies.

A special service noted in the report is the medical supervision in dock areas which is actively supported by the employers and unions. Services came into active operation in 1943 in the Manchester, Liverpool and Clydeside areas.

Personnel Management and Welfare Supervision

Under the 1940 Order referred to above, the Chief Inspector may direct employers to appoint officers to supervise the welfare of persons employed in the factory. The Ministry has preferred to deal with the matter on a voluntary basis rather than by compulsion and inspectors have been diligent in persuading employers of the necessity and urgency of such an arrangement. Of the 4,774 factories which employ more than 250 persons and which are within the scope of the Order, 3,995 employ officers who might be called Personnel Managers or Welfare Supervisors.

Certain factors making it difficult to ensure satisfactory arrangements for good working relations between management and labour have been the shortage of trained and experienced personnel officers and the failure of many firms to recognize the importance of the job.

There are still factories in which the responsibility for matters particularly affecting the employees is divided into a number of watertight compartments and in which the "Welfare" Section functions quite independently of those sections concerned with the engagement, placing and dismissal of labour, with the health and safety of the employees, with the carrying out of the Factories Act and with the running of the canteens. . . . In about half of the factories, the head of the personnel department has not normally direct access to the Directorate but has, presumably, to present his plans and make his recommendations through someone else, generally the works manager.

The Ministry, in co-operation with the universities and the Institute of Labour Management arranged early in the war for special training courses at four Universities. Two months' lectures, with a month's practical work between, were given to about 800 carefully selected persons who are now employed in industry. More recently, part-time courses were arranged for those already employed as personnel officers. These courses and the conferences of the Institute of Labour Management and the Industrial Welfare Society, which personnel officers were free to attend, have been of great assistance but it is considered that they cannot compensate

for the lack of training of pre-war standard and the years of experience that help to make a first-class personnel manager.

Social Security in South Africa

A PLAN of social security has been brought forward by a Committee appointed to investigate the subject by the Government of the Union of South Africa.¹

The Committee advocates a scheme that would provide benefits:—

(a) to individuals not gainfully occupied because they are too young, too old, temporarily disabled, permanently disabled, or for other causes not due to their own volition;

(b) to individuals gainfully occupied but unable to maintain themselves and their dependents at levels to be determined;

(c) in certain circumstances to needy mothers with young children, as it is undesirable that they be gainfully occupied;

(d) in respect of injury or disease sustained in employment; and

(e) to assist in meeting the costs of births and funerals.

Two separate schemes are proposed, the first applying to Europeans, Coloureds, Asiatics, and such Natives as are permanently urbanized or are farm workers, or are employed in the Reserves and care to join, the second scheme applying to other Natives.

Benefits under Scheme A are to include old age pensions, invalidity pensions, unemployment benefit, training benefits, recovery benefits (for lepers, tuberculotics, or "semi-fit" persons), sickness benefit, maternity benefits and grants, widows' allowances, funeral grants, family allowances (in respect of the third, fourth and fifth child under 16 years), dependents' allowances, and others. Fewer benefits are available under Scheme B for Natives in Reserves, who, according to the Committee's report, "have shelter and can eke out an existence so that they do not

¹ *Social Services, their Scope and Cost*: Government Printer. Union of South Africa.

need the elaborate cash benefits indispensable for a civilized community." These Natives are to be eligible for old age pensions, invalidity (including blind) pensions, maternity benefits, recovery benefits, and dependents' allowances.

The basic rates of pensions, benefits, allowances and grants payable under the scheme are to vary according to whether the beneficiary is European, Coloured or Asiatic, or Native, and also according to whether he is resident in a city, town or rural area. The adequacy of payments is to be reviewed every three years.

Contributors to Scheme A will pay from $2\frac{1}{2}$ to 4 per cent of their income. Male Natives under Scheme B will pay 5 shillings a year. Contributions are expected to realize about £12,000,000 a year, out of a total estimated cost for the social security plan of £33,000,000.

The report emphasizes the "magnitude of the effort which the nation will have to make" in order to pay for social security services, and stresses that "the extent to which social measures can be introduced is related to, and limited by, the nation's total earnings." On this point the report states that the Union's national income is low in comparison with many other countries.

The Committee therefore advocates that "while it is important to provide for persons in need of the benefits of the social security scheme, it is imperative that concurrently a direct attack should be made, by constructive measures, against the massive poverty in the Union which has its roots in the inadequate output and earnings of the bulk of the people gainfully occupied."

The White Paper points to the need for a major educational advance in order to combat this condition. It recommends raising

the school-leaving age for the country's European children to 17, and increasing the amount of free education received by non-European children to 10 years. Improved trade training is also suggested.

The Paper further advocates remedial action against malnutrition through a program of food subsidization, including free milk to mothers and subsidies on other farm products. Other recommendations include a health service for all, housing measures, institutional facilities for the handicapped, and amenities for healthy living and recreation.

The Paper points out, however, that the social security scheme and the various other social services will not in themselves eliminate poverty, but that "a simultaneous increase in the output and earnings of the low-income groups must be effected."

In order to raise the national income the Paper indicates that State policy should be directed towards lengthening the life of the gold industry, improving the progress and efficiency of industry generally, raising labour capacity through education and training and better living standards, assuring full employment "by following a suitable monetary policy and by planning public works," and other measures.

"Full implementation of the social program will not prove financially practicable until the average income level has been raised by approximately 50 per cent," the Paper states, but "this does not prelude an effective start being made." In introducing the scheme by degrees it is recommended that the Government "afford priority to those sections of the community whose need is greatest and in respect of those benefits which will most promote the well-being and productivity of the nation as a whole."

Library of the Department of Labour

Select List of References on Job Analysis and Labour Management Production Committees

THIS is the fourth of a series of bibliographies on labour and related problems compiled by the Library for publication in the *LABOUR GAZETTE*. It consists of a select list of references on job analysis and labour management production committees available in the Library of the Department of Labour. Except for a few standard texts the list refers to material published since the war. Earlier lists in this series appeared in the January issue (p. 115), the February issue (p. 242) and the March issue (p. 441).

Job Analysis

BALDERSTON, C. CANBY. *Job evaluation under wage stabilization*. (Personnel Journal, New York, December, 1943. p. 194-200.)

BARNES, R. M. *Work methods manual*. New York, John Wiley and Sons, Inc., 1944.

BENGE, EUGENE J. *Job evaluation and merit rating*, a manual of procedures. Deep River, Conn., National Foremen's Institute, Inc., 1944. 114 p.

——— *Manual of job evaluation; procedures of job analysis and appraisal*, by Eugene J. Bengé [and others]. New York, Harper and Bros., 1941. 198 p.

BUDGEON, W. C. *Job analysis and classification*. No. 3 in a series of lectures, presented at the University of Manitoba in an evening course sponsored by the Dominion Department of Labour. Edited by L. C. Wagner. Winnipeg, University of Manitoba, Department of Commerce, Industrial Relations Committee, 1943. 16 p.

BURK, SAMUEL, L. H. *Job evaluation* (Quarterly Review of Commerce, London, Autumn, 1942. p. 275-283.)

CARROLL, PHIL. *Timestudy for cost control*. New York, McGraw-Hill Book Company, 1943. 301 p.

——— *Timestudy fundamentals for foremen*. New York, McGraw-Hill Book Company, 1944. 172 p.

COCKETT, R. *The "rationale" of scientific selection*. Part 1 by R. Cockett, Part 2 by I.J. Blair. (Occupational Psychology, London, January, 1945. p. 20-34.)

DICKINSON, Z. CLARK. *Compensating industrial effort. A scientific study of work and wages*. London, MacDonal and Evans, 1937. 456 p.

GRAY, ROBERT D. *Classification of jobs in small companies*. Pasadena, California Institute of Technology, 1944. 43 p.

——— *Systematic wage administration in the Southern California aircraft industry*. New York, Industrial Relations Counselors, Inc., 1943. 90 p. (Industrial Relations Monograph No. 7.)

HALSEY, GEORGE D. *Making and using industrial service ratings*. New York, Harper and Bros., 1944. 149 p.

HOPWOOD, J. O. *Salaries, wages and labour relations*. New York, The Ronald Press Company, 1937. 124 p.

Industrial Relations Counselors, Inc. *Wage setting based on job analysis and evaluation*, by

C. Canby Balderston. New York, Industrial Relations Counselors, Inc., 1940. 59 p. (Industrial Relations Monograph No. 4.)

Jobs evaluated; six aircraft firms take the initiative in boiling down job classifications to simplify their wage schedules. (Business Week, New York, December 11, 1943. p. 94-98.)

KNOWLES, A. S. *Job evaluation for hourly and salaried workers*. New York, Supervision Publishing Co., 1943. 23 p.

LAMAISON, G. W. *Job analysis*. (Labour Management, London, August-September, 1944. p. 93-95.)

LEWIS, E. H. *The relationship of time study to personnel management*. (Labour Management, London, October-November, 1944. p. 114-117.)

LOUDEM, J. K. *Wage incentives*. New York, John Wiley and Sons, 1944. 174 p.

LOWRY, STEWART, M. *Time and motion study and formulas for wage incentives*, by Stewart M. Lowry, [and others]. New York, McGraw-Hill Book Company, 1940. 432 p. (McGraw-Hill Industrial Management Series.)

MAIZELS, JOAN. *Job evaluation in relation to wage and salary structures*, by Joan Maizels and Robert Watson. (Industrial Welfare and Personnel Management, London, May-June, 1944. p. 70-72.)

McGill University. *Job evaluation*, by Dr. Herbert Moore. Montreal, McGill University, 1943. 11 p. (McGill course in personnel administration, October 20, 1943.)

Michigan. University. Bureau of Industrial Relations. *Wage determination*, by John W. Riegel. Ann Arbor, University of Michigan, Bureau of Industrial Relations, 1937. 138 p.

Minnesota. University. Employment Stabilization Research Institute. *A job analysis of manufacturing plants in Minnesota*, by Charles A. Koepke. Minneapolis, The University of Michigan Press, 1934.

MYERS, H. J. *Simplified time study for factory supervisors, shop stewards and cost men*. New York, Ronald Press Company, 1944. 140 p.

National Industrial Conference Board. *Designing and administering job evaluation systems*. (The Conference Board Management Record, New York, April, 1944. p. 87-90.)

——— *Job evaluation*. Formal plans for determining basic pay differentials. National Industrial Conference Board, New York, 1940. 43 p. (Studies in Personnel Policy No. 25.)

——— *A plan for rating factory and office jobs*, by E. S. Horning. New York, National Industrial Conference Board, Inc., 1944. 8 p.

——— *Principles and application of job evaluation*. New York, National Industrial Conference Board, Inc. 1944. 28 p. (Conference Board Reports.)

National Vocational Guidance Association, Inc. *Ten years of occupational research, 1934-1944*. Historical survey of the program of the Division of Occupational analysis and manning tables, War Manpower Commission. (Occupations, New York, April, 1944. p. 387-446.)

PRESGRAVE, RALPH. *The dynamics of time study*. Toronto, University of Toronto Press, 1944. 211 p.

Princeton, University. Department of Economics and Social Institutions. Industrial Relations Section. *Job classification and evaluation*. Princeton, N.J., Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, 1941. 8 p. (Industrial Relations Digests No. IV.)

PROSSER, C. A. *How to train shop workers*, a shop training manual for use by foremen and instructors in the training of workers in production and service jobs, by C. A. Prosser in collaboration with Philip S. Van Wyck. Chicago, American Technical Society, 1942. 119 p.

STARR, RICHARD B. *Foremanship training*, compiled and edited by Richard B. Starr. New York, Prentice-Hall Inc., 1943. 191 p.

STEAD, WILLIAM H. *Occupational counseling techniques*, their development and application, by W. Stead [and others]. New York, American Book Company, 1940. 273 p.

— *The occupational research program of the United States Employment Service*, including a report from the Technical board for the Occupational research program to the Secretary of labor and to the National research council, the Social science research council, the National occupational conference, the American youth commission, the Spelman fund of New York, prepared by William H. Stead and W. Earl Masincup. Chicago, Public Administration Service, 1942. 219 p.

STIGERS, M. F. *Theory and practice of job rating*, by M. F. Stigers and E. G. Reed. New York, McGraw-Hill Book Company, 1944. 168 p.

United Electrical, Radio and Machine Workers of America. *U.E. guide to wage payment plans, time study and job evaluation*. New York, United Electrical, Radio and Machine Workers of America, 1943. 127 p.

U.S. Bureau of Manpower Utilization. Division of Occupational Analysis and Manning Tables. *Guide for analyzing jobs, analysts' workbook*. Washington, U.S. War Manpower Commission, 1944. 40 p.

— *Information manual on industrial job evaluation systems*. Washington, G.P.O., 1943. 28 p.

— *Training and reference manual for job analysis*. Washington, G.P.O., 1944. 104 p.

— War Production Board. Labor Division. *Job instruction*, a manual for shop supervisors and instructors, prepared and made available through the courtesy of Western Electric Company. Washington, G.P.O., 1942. 43 p. (Training Within Industry.)

VERTREES, JOSEPH H. *Upgrading workers, rating jobs and employees*. Ann Arbor, Edwards Brothers Inc., 1941. 28 p. (Human Problems in Production Supervision Section 7.)

Labour Management Production Committees

GENERAL

Aircraft Industry Relations Committee. *Factors of vital importance to the success of any joint production committee*. (Information digest, Toronto, March 25, 1944. Bulletin No. 43. 9 p.)

Canada. Department of Labour. *Joint production committees in Great Britain and the United States*. (LABOUR GAZETTE, June, 1942. p. 700-701.)

COHEN, MAXWELL. *How management can co-operate effectively*. Maximum production is only possible when management and labour get together and work together for victory. The organization of joint production committees, with workers and executive co-operating, is one of the big things in industry to-day. Here, in brief, is the experience of England and Australia, and an analysis of the Canadian situation. (Canadian Business, Montreal, June, 1942. p. 44-47.)

International Labour Office. *Note on the principal points discussed at the seventh Canada-United States meeting on labour supply*, New York City, 13-14 February, 1943. Montreal, I.L.O., 1943. 9 p.

CANADA

Aircraft Industry Relations Committee. *Information digest*, Report of the Canadian aircraft industry's first national conference of personnel directors. Seignior Club, June 7 to 9, 1943. Toronto, Aircraft Industry Relations Committee, 1943. 78 p.

— *Joint production committees in the Canadian aircraft industry establish great record*. Toronto, Aircraft Industry Relations Committee, 1944. 8 p.

Canada. Department of Labour. *Joint production organizations sponsored by Government*. Three-man interdepartmental committee set up in Ottawa to stimulate production in Canadian plants. (LABOUR GAZETTE, Ottawa, March, 1943. p. 304-306.)

— *Labour-management committee in Nova Scotia coal mining industry*. (LABOUR GAZETTE, Ottawa, August, 1944. p. 940-941.)

— *Labour-Management production committees in post-war period*. Statement of Government policy—Increase in committees—Results of questionnaire. (LABOUR GAZETTE, Ottawa, December, 1944. p. 1464-1465.)

— Industrial Production Co-operation Board. *Victory in the making*. A guide book for labour-management production committees. Ottawa, King's Printer, 1944. 34 p.

CHANT, D. B. *Can labour-management committees get results?* Sometimes the mere suggestion that a labour-management committee be formed aggravates the suspicions which it is intended to allay. At other times, such a committee, once established, immediately produces constructive ideas, improves morale. Here is a story of the happier side of successful committees. Here are warnings, too, and the eight basic principles which have been approved by National Selective Service. (Canadian Business, Montreal, March, 1943. p. 52-54.)

— *Joint Labour-management committees in Canadian industry*. (Public Affairs, Halifax, Spring, 1943. p. 158-161.)

DYMOND, W. R. *A survey of twenty-eight Canadian labour management production committees*, Toronto, University of Toronto, 1944. 4 p.

GOLDENBERG, H. C. *Joint production committees, their contribution to wartime production*. (Industrial Canada, Toronto, January, 1944. p. 122-123.)

— *Labour-management co-operation*. (Canadian Business, Montreal, February, 1945. p. 27-29, 72-73.)

MAY, ALLEN. Letting labour into the front office. The boss, the worker, and Ottawa are agreed that the labour-management committee can produce a new era of industrial peace—

and prosperity. (Reprinted from *Liberty Magazine*, February 26, 1944, by the Industrial Production Co-operation Board, Ottawa.)

OTIS-FENSOM ELEVATOR Co. *Constitution and procedure. Wartime advisory and production plan.* Hamilton, Otis-Fensom Elevator Co., 1943. 20 p.

RUTHERFORD, H. ROSS. *War's labour-management committees promise much.* (Reprinted from *Saturday Night*, May 20, 1944, by the Industrial Production Co-operation Board, Ottawa.)

GREAT BRITAIN

Amalgamated Engineering Union. *Joint production committees.* (Agreement between Engineering and allied employers' national federation and the Amalgamated engineering union, the National union of foundry workers and the Confederation of shipbuilding and engineering unions.) (A.E.U. Monthly Journal, April, 1942. p. 87-89.)

— *One big union?* (Decision to re-establish Joint trades movement, to set up Joint District trade union production committees and a national advisory committee for the Engineering and Allied unions.) (A.E.U. Monthly Journal, May, 1942. p. 118-119.)

BOUTFLOWER, MARY. *Joint consultation* (re British industry) a survey undertaken by the Industrial welfare society covering all type of industry. (Industrial Welfare and Personnel Management, London, September-October, 1944. p. 144-147.)

British Information Services. *Labour-management committees at work*, report of Amalgamated engineering union. (Labour and Industry in Britain, New York, May, 1943. p. 23-26.)

— *War job.* New York, British information Services, 1943. 62 p.

COLE, G. D. H. *Production committees.* (The New Statesman and Nation, London, October 3, 1942. p. 216-217.)

Great Britain. Ministry of Labour and National Service. *Production and engineering bulletin* V. 2, No. 1— October, 1942— London, H.M.S.O., 1942— Monthly.

Industrial Welfare Society. *Joint production committees*, their relation to existing co-operative machinery. (Industrial Welfare and Personnel Management, London, July-August, 1942. p. 101-103.)

International Labour Office. *Joint production committees in Great Britain.* Montreal, International Labour Office, 1943. 74 p. (Studies and reports, series A (Industrial relations) No. 42.)

— *Joint production committees for Royal Ordnance factories in Great Britain.* (International Labour Review, Montreal, May, 1942. p. 552-554.)

— *Labour Management* V. 23, No. 25— July-August, 1941— London. Institute of Labour Management, 1941— Bi-monthly.

Labour Research Department. *A.E.U. Production enquiry* (Amalgamated Engineering Union inquiry into production committees.) (Labour research, London, July, 1942. p. 83-84.)

— *Coal in 1943, practical problems;* an examination of the working out of the government's coal plan. London, Labour Research Department, 1942. 40 p.

MURPHY, MARY E. *British production committees.* In England union shop stewards, knowing most about causes of production slow-ups, and worried about war production, have been

the chief stimulators of joint production committees. (Personnel Journal, New York, October, 1943. p. 114-122.)

NORTHCOTT, C. H. *Joint production committees.* (Personnel Journal, New York, October, 1942. p. 146-150.)

Political and Economic Planning. *Production committees.* I. The Background. II. Growth of Production committees. III. Official recognition. IV. Achievements of Committees. Planning, London, May 26, 1942. 15 p.

RADCLIFFE, J. VERNON. *Joint production committees in Great Britain.* (Public Affairs, Halifax, Autumn 1943. p. 40-44.)

RIEGELMAN, CAROL. *British joint production machinery.* Montreal, International Labour Office, 1944. 273 p.

Trades Union Congress. *Joint works production committee.* London, Trades Union Congress, 1943. 11 p.

WATSON, ROBERT. *Works councils and production committees 1917-1942.* (Labour Management, London, December 1942-January 1943. p. 125-131.)

UNITED STATES

American Management Association. *Development and operation of joint management-labor committees*, by Myron H. Clark [and others]. New York, American Management Association, 1942. 28 p. (Production series No. 136.)

CHALMERS, W. ELLISON. *Joint production committees in United States war plants.* Item II, on the agenda, seventh Canada-U.S.A. Tripartite meeting, New York, November 28 and 29, 1942. Montreal, International Labour Office, 1942. 24 p.

Congress of Industrial Organizations. *Producing for victory—A labor manual for increasing war production.* Washington, C.I.O., 1942. 62 p. (Publication No. 70.)

Industrial Union of Marine and Shipbuilding Workers of America. Research Department. *Building ships for victory;* a summary of the Atlantic coast conference of I.U.M.S.W.A. members of Joint labor-management production committees held August 8 and 9, 1942. New York, Industrial Union of Marine and Shipbuilding Workers of America, 1943. 63 p.

IRWIN, R. RANDALL. *Wartime demands upon management and labor in the aircraft industry.* (The Annals of the American Academy of Political and Social Science, Philadelphia, November 1942. p. 104-109.)

JEWETT, ROGER. *Employee representation on management committees*, by Roger Jewett, [and others]. New Wilmington, Pa., Economic and Business Foundation, 1944. 31 p.

LEVER, E. J. *Labour speeds up production.* (The New Republic, July 13, 1942. p. 43-45.)

LUND, WENDELL. *Problems of labor productivity in wartime.* (The Annals of American Academy of Political and Social Science, Philadelphia, November 1942. p. 110-116.)

McCLAIN, G. H. *The role of production management policies in America's economic future*, by G. H. McClain, [and others]. Proceedings of a conference sponsored by the Economic and Business Foundation . . . Feb. 17, 1944. New Wilmington, Pa., Economic and Business Foundation, 1944. 36 p.

Michigan. University. Bureau of Industrial Relations. *Personnel management in war industries.* Ann Arbor, University of Michigan press, 1943. 170 p. (Bulletin No. 14.)

National Electrical Contractors Association. *First report of the Labor-management committee on postwar problems of the National electrical contractors association and the International brotherhood of electrical workers.* Chicago, National Electrical Contractors Association, 1943. 22 p.

National Industrial Conference Board. *How war production committees are functioning*, by E. S. Horning. (Conference Board Management Record, New York, December 1943. p. 470-473.)

Quinn, T. K., Company. *Labor and management committee manual.* New York, T. K. Quinn Company, 1944.

QUINN, T. K. *Labour and management teamwork*, address by T. K. Quinn at the Kaufmann's Department Stores Peak of Progress Exposition, Pittsburgh, Pa., June 1, 1944. Washington, War Production Board, 1944. 4 p.

SYMINGTON, C. J. *Putting the labour-management committee to work.* (National Industrial Conference Board Studies in Personnel Policy, N.Y., No. 54, 1943. p. 7-12.)

Town Hall, Inc. *Should all industry have labor management councils?* Columbus, Ohio, American Education Press, Inc., 1943. 24 p. (Town Meeting, Vol. 9, No. 19, September 9, 1943.)

United Electrical, Radio and Machine Workers of America, District No. 4. *More and faster production for victory.* Report of Delegates, Newark, May 3, 1942. New York, New Union Press, 1942. 62 p.

U.S. First National Labor-Management Production Exposition. *Report to exhibitors.* Washington, First National Labor-Management Production Exposition, 1944. 20 p.

War Production Board. *How to establish and operate a labour-management production committee.* Washington, War Produc-

tion Board, 1944. 8 p. (Labor and Management News, June 3, 1944. Supplement No. 4.)

——— *Labor and management news*, Volume 1, No. 6— August 30, 1943— Washington, War Production Board, 1943— Weekly.

——— *100 industrialists report on their labor-management committees.* Washington, G.P.O., 1943. 38 p.

——— *Production guide for labor-management committees; ways of handling production problems.* Washington, G.P.O., 1944. 27 p.

——— *War production drive, individual awards plan.* Honours for production ideas. Washington, G.P.O., 1943. 12 p.

——— *War production drive.* Progress report No. 2. Washington, G.P.O., 1942. 24 p.

——— *War Production Drive Headquarters. Percentage of labor-management committees and of employees represented by industrial classification and by average number of employees per committee as of September 15, 1944.* Washington, War Production Board, 1944. 8 p.

VAN KLEEK, MARY. *Labor's contribution to production.* (American Labor Legislation Review, New York, June, 1942. p. 64-70.)

VINCENT, MERLE D. *National teamwork the production miracle of war industry wrought by labor-management-government co-operation, set new patterns of American unity today, and for the postwar period.* (Survey Graphic, New York, June 1944. p. 286-289, 299-300.)

WALTERS, J. E. *Labor-management co-operation.* (In Proceedings of the 25th anniversary Silver Bay industrial conference. Silver Bay, N.Y., July 22-25, 1942. Conducted by a committee of representative industrial men under the auspices of the National council of the Y.M.C.A.'s.) New York, Y.M.C.A., 1942. p. 119-132.



609

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLV]

MAY, 1945

[NUMBER 5

Notes of Current Interest

Observance of V-E Day

The Canadian people, together with free peoples the world over, observed V-E Day on Tuesday, May 8, in general rejoicing coupled with thanksgiving. The observance was tempered with a re-dedication to the unfinished task in the continuing war against Japan and also to the re-building of a new world based on security.

Speaking from the World Security Conference at San Francisco, in session to lay the foundation for an enduring peace, the Rt. Hon. W. L. Mackenzie King, Prime Minister of Canada, declared in part:

"We shall now eagerly await the triumphant return of those who have fought the fight of freedom on the sea, on land and in the air, and who have survived the vicissitudes of war. What a welcome will be theirs! As long as they live, their welfare should be our first concern. Especially must we look to the well-being of the dependents of those who will never return. We must endeavour to see that no service and no sacrifice is allowed to go unremembered.

"Canada's great contribution to victory has been made possible by the unbroken partnership of her warriors and her workers. Supporting our armed forces, workers in every walk of life have done their part.

"In this hour of triumph over the evil forces of Nazi Germany, I should like all of you who have fulfilled the duties which it was yours to perform, all who by word, or prayer,

or deed, have striven in any form, to feel that you have helped to rid the world of a great scourge. For all time, it will be yours to claim a share in the triumph of right. In the degree to which you have been faithful, you, one and all, are entitled to be numbered among the benefactors of mankind."

Suspension of call-ups for armed services in Canada

Suspension of the call-up for compulsory military service and arrangements for the enrolment of volunteers for the Pacific war, were announced on May 7, by the Hon. Humphrey Mitchell, Minister of Labour, in a revision of Canada's manpower policy following the defeat of Germany.

The suspension was announced in a notice to all registrars across Canada as follows:

"The Minister of Labour, after conferring with the Minister of National Defence by telephone, announces that the following decisions have been made in respect to call-ups for the army.

"1. On and after this date call-ups for the army are suspended.

"2. Arrangements have been made that volunteers will be enrolled for the war in the Pacific and there will be an opportunity for any men who wish to do so to volunteer for this service.

"3. Any men ordered for medical examination who were due to report prior to May 7,

1945, must do so and be medically examined. However, those who are found fit for the army will not be called for military service for the present.

"4. Any men who have been called to report for military duty on May 7 or on a prior date, who have not reported and are consequently delinquent must do so, and if found medically fit will be enrolled in the army.

"5. Any men who have been called to report for military service on a date after May 7, 1945, will be given transportation and sent home and will not be enrolled for army service unless they volunteer for service in the Pacific."

**Political Action
Committee
formed by
Trades and
Labour Congress**

Following action taken at its 1944 convention, the Trades and Labour Congress of Canada announced on April 25 the formation of a National Political Action Committee. Under the signature of the Congress' president, Percy R. Bengough, the announcement of the objectives of the Committee are given as follows:

"Having in mind that governments change from time to time, the delegates attending the last Convention reiterated the previous policy of this Congress to keep organized labour out of partisan politics. It is the purpose of organized labour in Canada, as represented by The Trades and Labour Congress of Canada, to prevail upon governments, irrespective of the particular political party the government represents, to enact legislation tending for fuller, freer and happier lives for the workers and the people of Canada as a whole.

"One of the aims of the Political Action Committee will be to act in an advisory capacity with a view to having candidates elected who will support the aims and aspirations of organized labour, and to do everything possible to defeat candidates whose sympathies are lukewarm or hostile.

"There is nothing new in this procedure but there is this difference in that this Congress has not dealt with it in an organized way heretofore. However, these are critical times and the future can be bright or dim. A great deal depends upon the composition of the next Parliament of Canada. Many philosophies, schemes and promises will be advanced and made. Many will be seeking the franchise of labour very soon with promises for the future and with pasts not friendly to organized labour. It will be the duty of this Committee to submit to you from time to time information and advice as to how the support of the affiliated membership should be directed.

"In setting up such a Committee many angles had to be considered. First, such a non-partisan Committee could not include members with definite party leanings; another factor to be considered was that the Committee needs to be so comprised as to be able to contact each other without too much time loss in order that decisions may be made with dispatch.

"As previously stated, a tremendous lot depends upon the complexion of the next Parliament of Canada. Organized labour can advance or go a long way back. The Committee will undertake great and difficult responsibilities. We hope that you will fully appreciate the situation and co-operate to the fullest extent."

The personnel of the Committee is as follows: Ernest Ingles, London, Chairman; Andrew Cooper, Toronto; J. A. D'Acoust, Hull; Fred Molineux, Hamilton; A. Villeneuve, Montreal; Wm. A. Covert, Toronto. The Committee will act with the understanding that it may be augmented as other suitable members willing to act are decided upon.

**Certifications
under
Labour Code
during 1944-45**

During the fiscal year 1944-45, the National War-time Labour Relations Board dealt with a total of 243 applications for certification of bargaining representatives and 133 certificates were issued by the Board. A total of 28 applications were rejected by the Board and 31 were withdrawn by the applicants, while 23 were referred to Provincial Boards for consideration. Thirty-eight representation votes were taken on the order of the Board during the fiscal period.

Appeals and applications for leave to appeal to the number of 51 were dealt with by the National Board during the fiscal year; 14 appeals were granted, 28 denied, 4 appeals were withdrawn by appellants and application for leave to appeal was denied in 2 cases. At the end of the fiscal year, the Board's decision on 3 appeals was pending.

During the fiscal year the various Provincial Wartime Labour Relations Boards dealt with a total of 2,035 applications for certification and 1,334 certificates were issued by these Boards. Applications rejected numbered 110; withdrawn, 49; and 178 applications were under investigation at the close of the fiscal year, while the decision of the Boards was pending in 41 cases. A total of 107 representation votes had been ordered by the Provincial Boards during the fiscal year and 74 of these votes had been taken at the close of the period.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada. For the third successive month, there was curtailment of employment in Canada, according to figures published by the

Dominion Bureau of Statistics. The seasonal recession at March 1 to 178.2 from 178.9 at the previous month was of somewhat greater-than-average proportions according to the experience of the period, 1921-1944, although smaller than the loss at March 1, 1944 when the index was at 181.7. The seasonally-

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA
(Official statistics except where noted)

	1945			1944		
	April	March	February	April	March	February
Employment Index.....(1)		178.2	178.9	180.5	181.7	183.2
Unemployment percentage (trade union members).....(2)	0.7			0.9		
Unemployment Insurance claims.....		13,307	14,990	6,463	10,667	12,284
Index numbers, aggregate weekly payrolls.....(3)		148.8	146.4	148.6	149.1	148.1
Per capita weekly earnings.....\$		32.82	32.15	32.37	32.27	31.70
Prices, Wholesale Index.....(1)		103.0	102.9	102.9	103.0	102.7
Cost of Living Index.....(4)	118.7	118.7	118.6	118.5	119.0	118.9
Retail sales unadjusted index.....(4)		146.8	146.8	176.8	165.4	139.0
Retail sales adjusted index.....(5)		185.7	185.7	175.3	177.4	169.6
Wholesale sales.....(6)		202.4	178.6	174.5	190.9	168.8
Common stocks index.....(6)		93.2	92.9	79.3	81.5	82.0
Preferred stocks index.....(6)		130.9	132.1	118.7	119.2	118.6
Bond yields, Dominion index.....(6)		96.3	96.6	97.3	97.3	97.3
Physical Volume of Business Index.....(6)		225.2	216.7	239.5	247.8	241.6
INDUSTRIAL PRODUCTION.....(6)		248.0	240.3	270.0	282.7	279.5
Mineral Production.....(6)		173.5	147.9	247.5	262.6	255.5
Manufacturing.....(6)		271.1	270.0	291.3	300.5	304.5
Construction.....(6)		172.3	110.9	140.2	201.8	113.5
Electric power.....(6)		154.2	150.1	153.1	154.7	153.8
DISTRIBUTION.....(6)		177.9	167.7	176.2	175.4	163.1
Carloadings.....(6)				146.1	156.7	158.3
Tons carried, freight.....(6)				213.4	217.5	206.4
Trade, external, excluding gold.....\$		439,492,758	352,735,922	424,167,523	440,728,409	367,637,669
Imports, excluding gold.....\$		132,486,072	112,373,188	137,487,106	150,785,685	138,370,412
Exports, excluding gold.....\$		301,175,227	236,364,388	282,890,613	282,782,299	227,168,331
Bank debts to individual accounts.....\$		5,328,959,709	4,433,410,586	4,561,260,374	4,773,277,391	4,208,023,496
Bank notes in circulation.....(6)\$		928,300,000	908,700,000	836,500,000	801,000,000	781,300,000
Bank deposits in savings.....\$			2,630,600,000	2,253,671,574	2,225,417,472	2,123,821,161
Bank loans, commercial, etc.....\$				866,976,698	930,914,937	955,393,436
Railway—						
Car loadings, revenue freight cars.....(7)	280,105	272,008	262,847	272,724	277,775	268,493
Canadian National Railways operating revenues.....\$				30,862,400	33,492,700	29,726,400
operating expenses.....\$				24,995,932	26,386,168	25,114,820
Canadian Pacific Railway traffic earnings.....\$		26,382,817	23,159,094	25,753,427	27,119,666	23,792,692
Canadian Pacific Railway operating expenses, all lines.....\$		23,778,920	21,408,380	21,848,861	23,230,798	20,753,040
Steam railways, freight in ton-miles.....				5,342,089,000	5,533,693,000	5,023,685,000
Building permits.....\$		12,421,167	7,224,639	13,611,306	7,091,253	5,483,180
Contracts awarded.....(8)\$		19,651,400	12,932,500	27,696,000	31,019,000	16,229,500
Mineral production—						
Pig iron.....tons		165,517	149,487	170,364	168,047	141,878
Steel ingots and castings.....tons		277,461	250,464	260,825	275,539	229,852
Ferro-alloys.....tons		16,434	13,402	12,818	12,391	14,720
Gold.....ounces				244,804	266,644	256,803
Coal.....tons			1,497,828	1,236,073	1,549,092	1,465,697
Copper.....pounds				45,239,782	48,472,036	46,091,889
Nickel.....pounds				23,160,550	25,288,825	22,382,065
Lead.....pounds				25,270,297	24,264,103	29,753,989
Zinc.....pounds				43,359,215	46,049,214	44,735,515
Timber scaled in British Columbia.....bd. ft.				284,671,498	235,465,957	172,575,901
Flour production.....bbls.				1,948,537	2,267,307	2,087,705
Footwear production.....pairs			3,075,890	2,908,348	3,340,343	2,984,751
Output of central electric stations.....k.w.h.		3,586,515,000	3,124,235,000	3,277,198,000	3,515,052,000	3,208,017,000
Sales of insurance.....\$				52,619,000	54,366,000	52,327,000
Newsprint production.....tons		263,776	239,661	236,000	252,092	240,010

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended April 26, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended April 28, 1945, and corresponding previous periods. (8) Maclean's Building Review

corrected index was also lowered, falling from 185.9 at February 1, to 185.7 at March 1.

The 15,129 firms reporting to the Bureau showed a total working force of 1,813,991 at the date under review, which was 0.4 per cent less than for the month preceding. The weekly salaries and wages paid to these employees increased by 1.6 per cent to \$59,528,406. The per capita weekly earnings reached a new high at \$32.82, which is \$0.45 above the previous maximum established at April 1, 1944. The average was \$32.15 at February 1, 1945, \$32.27 at March 1, 1944 and \$27.92 at March 1, 1942.

The years 1944 and 1945 are the only years in which the trend in employment in manufacturing has been downward at March 1 as compared with the previous month. Logging, mining, transportation, construction and maintenance and trade showed curtailment also, mainly of a seasonal character. The largest losses were in retail trade and highway construction. Moderate increases were noted in communications and services.

The increase in the physical volume of business, to 225.2 in March from 216.7 in the previous month, was insufficient to counter-balance the decline of the preceding month. Each of the five main components recorded an increase in March; mineral production from 147.9 to 173.5; manufacturing from 270.0 to 271.1; construction from 110.9 to 172.3; electric power from 150.1 to 154.2 and the distribution of goods from 167.7 to 177.9.

Trades and Labour Congress appoints committee on education

A committee on education has been set up by the Executive Council of the Trades and Labour Congress, in accordance with a resolution adopted by the Congress at its annual convention last October (L.G., Nov., 1944. p. 1432).

A bulletin announcing the establishment of the committee declares that "of all the services for which the provincial and local authorities are responsible, the most important is that of aiding the growth and developing the powers of the rising generation by means of education. . . . No expenditure can possibly add more to the national wealth of Canada than that which is spent to develop the powers of our future citizens."

The bulletin calls for the organization of the several stages of education, primary, secondary and higher, as a single whole; provision to put university education within reach of all children according to their mental capacity regardless of their financial status; and the strengthening of school medical and dental services as part of an extended public health system.

The committee is under the chairmanship of C. J. Oates, Vancouver, and includes as members B. A. H. Magnuson, Port Arthur, I. Burman, Montreal, J. B. Graham, Winnipeg, and G. A. Smith, Halifax.

Shorter work week sought by Lithographers' Union

Indicative of a current trend in the post-war objectives of organized labour is the request for a shorter work week without reduction in pay now being made by locals of the Amalgamated Lithographers of America in Toronto, Hamilton, Ottawa, London and Montreal, from their employers, members of the Canadian Lithographers Association.

According to a memorandum received recently in the Department of Labour the union is asking for a new regular work week of 40 hours with a revision of pay rates so as to total the same amount as is at present being received for 44 hours' work. The union presents the following among the other arguments in favour of the proposed change:

- (1) The re-absorption of union members who are now on active service will be facilitated by a spreading out of available employment through a shorter working week;
- (2) Shorter hours and greater leisure will improve the quality of work done and the energy of those employed;
- (3) Workers should share in the benefits of new labour-saving machinery through a reduction of working hours.

Annual Convention of Industrial Accident Prevention Associations

Delegates from 133 towns and cities, chiefly in Ontario, gathered in Toronto early in April for the annual convention of the Industrial Accident Prevention Associations. The total number registered was 3,182. In addition, some 600 to 800 others attended a number of the sessions.

Such a large assemblage of leaders in Canadian industry, especially in wartime, for the sole purpose of improving technique in the prevention of industrial accidents, was regarded as an indication of an awareness of the need for finding improved means of preventing the losses due to accidents in industry. It was asserted at the convention that "the statement has been made repeatedly in the last eight or ten years that the hidden cost of industrial accidents is four times that of the actual payment for compensation. . . . Awards of the Workmen's Compensation Board for Ontario in 1944 totalled slightly over \$12,000,000." An estimated \$48,000,000 added to these awards suggests, therefore, that in

Ontario alone, the loss due to industrial accidents averaged approximately \$5,000,000 a month throughout the year.

Addresses were given by such experts in the field of accident prevention as Mr. W. Dean Keefer of Chicago, who stressed the constant need for adequate supervision and safety education, the careful selection of employees and the safeguarding of machinery.

Mr. Hugh Crombie of Montreal described the latest discoveries in the science of psychosomatics, a combination of psychiatry and medicine, in the treatment of disorders caused primarily by emotional disturbances and which "too frequently led to accidents." Mr. Crombie was of the opinion that a grievance committee or a works council, by permitting workers "to get things off their chests," would not only reduce accidents, but increase production.

Mr. William Morrison, chairman of the Workmen's Compensation Board of Ontario, suggested that protection would have to be given industrial workers 24 hours a day not only "for minor ailments and diseases, but for emergency operations and illnesses." It was not inferred, however, that industry should bear the full cost of such a service.

Mr. C. W. Lockard, President of the International Harvester Co. of Canada stated that his company had as its motto "doing it every day," thus emphasizing the need for constant vigilance in the prevention of accidents.

Dr. Karl S. Bernhardt of Toronto discussed in some detail the psychological approach to accident prevention. He said "It was well-known, but frequently forgotten, that inexperience on a job frequently led to accidents and that worry, emotional strain, tension from the war situation . . . wondering what would happen when the war was over, family troubles, fatigue, and loss of sleep were a few of the pre-occupations that contributed to "accident proneness." He emphasized the necessity for constant vigilance and study on the part of those responsible for accident prevention.

Other speakers included Hon. George Drew, Prime Minister of Ontario, Mr. Ralph Presgrave, Major G. M. Thomson, both of Toronto, Mr. A. L. Bennett, Galt, and Mr. Grant F. Shay, Chicago.

The officers elected for the coming year were: President, A. L. Bennett, Galt; First Vice-President, W. R. Manock, Fort Erie; Second Vice-President, James Preston, Stratford; Honorary Treasurer, C. H. Kercher, Toronto. R. B. Morley and J. L. Dodington of Toronto were re-elected General Manager and Assistant General Manager, respectively.

**Minimum wages
for farm
workers in
Great Britain**

Minimum wage rates for male agricultural workers over 21 years of age were raised in England and Wales, by orders effective on March 4, from 65s a week, the rate fixed in December 1943, to 70s a week. This rate applies as before, to a week of 48 or 50 hours in winter and 51 or 52 hours in summer according to the district. Special rates applying in certain districts to men engaged in caring for livestock and in other specialized work have also been raised by 5s. They now range from 74 to 89s a week according to the occupation and the district. Minimum differential overtime rates for adult males have been increased by 1d and in no district are now less than 1s 7d for ordinary week day overtime and 1s 11d for overtime on the weekly short day, on Sunday and on specified holidays.

The Agricultural Wages (Regulations) Act, 1924, gave to County Agricultural Wages Committees power to fix minimum rates "adequate to promote efficiency and to enable a man in an ordinary case to maintain himself and his family in accordance with such standard of comfort as may be reasonable in relation to the nature of his occupation". The county committees consist of representatives, in equal numbers, of employers and workers together with two impartial members appointed by the Minister of Agriculture and a chairman selected by the committee. The Central Wages Board, similarly constituted, had power to make the necessary legal orders putting into operation the rates fixed by the county committees. An amendment of 1940 requires the Central Wages Board, after consultation with the county committees, to fix a national minimum wage and stipulates that no rate fixed by a committee may be less than the national minimum. The committees were also required to take this national minimum for adult males into consideration when fixing minimum rates for women and juveniles. In 1942, under the Defence Regulations, the power of the county committees to fix minimum rates, and also their powers under the Holidays with Pay Act, 1938, were transferred to the Agricultural Wages Board for the duration of the war and so long "as the present system of nationally fixed agricultural prices and an assured market for agricultural produce is in operation". The central board however, is required to consult the county committees which retain their power to fix rates for handicapped workers and to determine the value of certain payments in kind. There is similar legislation for Scotland.

Paid-vacation clauses in union agreements in United States

Clauses providing for vacations with pay have become a standard feature of union agreements in most of the major industries in the United States, according to

a report prepared by the Industrial Relations Division of the United States Bureau of Labour statistics and published in the February issue of *Monthly Labour Review*.

The report indicates that vacations-with-pay clauses in union agreements increased in number very considerably during the war years. Only 25 per cent of all workers under union agreements benefited by such clauses in 1940. Early in 1943, the percentage had risen to 60 and by the end of 1944, roughly 85 per cent of all workers under union agreements in the United States had been granted vacations with pay. In manufacturing industries nearly 90 per cent, and in non-manufacturing industries nearly 75 per cent of workers under union agreements were covered by paid-vacation clauses. The smaller proportion in non-manufacturing was stated to be due to the fact that agreements for building trades workers, longshoremen, actors and musicians are almost entirely without paid-vacation clauses.

The report states further, that the most common type of vacation clause in 1943 was that which granted a maximum of one week's vacation with pay after one year of service. At the time the report was prepared, two weeks' paid vacation, after specified service requirements, was provided in agreements covering about 56 per cent of those employed under paid-vacation clauses, while 37 per cent were under agreements providing a maximum allowance of one week and two per cent were eligible for a maximum of three weeks' vacation.

It was pointed out that prior to 1944, only a small proportion of the workers in the clothing industry were employed under agreements providing paid vacations, but that recently negotiated agreements covering a large number of workers in both the men's and the women's clothing trades had included paid-vacation clauses. Other industries in which the paid-vacation principle had been extended in recent years were said to be, lumber, machinery, cotton textiles, shoes and other leather products, furniture and finished steel, and other metal industries. Coal miners were first granted vacations and vacation bonuses in 1941.

(In a recent statement, the Minister of Labour, Hon. Humphrey Mitchell, said that approximately 905,000 workers in Canada had been accorded vacations with pay.)

United States union penalizes members for slowdown

It was reported in the New York *Herald-Tribune* of April 7 that the United Electrical, Radio and Machine Workers (C.I.O.) recently expelled six mem-

bers from a local in Long Island City, New York, for causing a slowdown in a munitions plant in efforts to force a wage increase.

Eight others who participated in the slowdown were suspended from the union and fined \$325 each. Since the plant involved was under a closed shop agreement, all the men lost their jobs automatically.

Approval of agreement between U.S. soft coal operators and United Mine Workers

Reference was made in the April issue of the LABOUR GAZETTE (page 453) to wage demands of the United States soft coal miners. After six weeks of negotiation the soft coal operators of the United States and the United Mine Workers

of America signed an agreement in Washington on April 11. As official sanction was necessary, the agreement was at once submitted to the War Labour Board for approval. It was announced on April 24, that the W.L.B. had "unanimously approved the soft coal agreement . . . as consonant with the national wage stabilization policy." However, the decision of the Board was subject to the further approval of the Director of the Office of Economic Stabilization. Subsequently, it was reported that this approval had been granted.

The agreement, as confirmed, grants pay increases of about \$1.02 a day on the average to the unionized coal workers. It was claimed that "inasmuch as the settlement does not raise basic hourly rates as such, it does not directly contravene the Little Steel Formula." The agreement will be retroactive to April 1, 1945.

The increase obtained, results from "fringe" adjustments as follows: (1) portal-to-portal pay will be at regular rates, whereas previously travel time was paid for at two-thirds of the regular \$1 an hour rate, and the 15-minute lunch period, previously unpaid, will now be included in work time; (2) overtime will start after seven hours in any one day, rather than after 40 hours in any one week, so that a miner who cannot work a full six-day week may qualify for overtime pay; (3) vacation with pay is to be raised from \$50 to \$75 a year; (4) differentials of four and six cents are granted for the second and third shifts, respectively.

It was stated that coincident with this decision, the Director of Economic Stabiliza-

tion granted permission to producers to charge an average of 16 cents a ton more for bituminous coal to offset their enhanced payroll costs. Mines suffering hardship under the new prices are authorized to apply for individual price adjustments. The Office of Price Administration will decide the specific details of the retail prices "ceiling" revisions for soft coal.

Many women war workers in United States to return to household jobs

"Eighty-one per cent of the women who left household employment for war plant jobs want to return to domestic service after the war." This statement, published in the New York

Times on April 20, was based on "a nationwide survey" conducted by an educational bureau for home owner problems, among 24,000 domestics in 43 war plants in the United States.

It was stated that only six per cent of those asked whether they were planning to return to domestic service after the war answered, "undecided," while 13 per cent said, "no". However, it was indicated that "the scale of post-war salaries for household work will differ after the war." Four employment agencies were quoted as stating that the current wages for domestic help in New York are 75 cents an hour as compared with 35 cents an hour in pre-war days. "Monthly salaries have risen from \$60 to \$125 and up."

Plan of shipbuilding union in U.S. to stabilize post-war employment

Business Week, of April 14, describes a plan to cushion the effects of lay-offs among shipyard workers devised by the Industrial Union of Marine and Shipbuilding Workers of America. The program calls for the

"immediate adoption of a thirty-five-hour week with pay equalling present wages for forty-eight-hours and a guaranteed annual wage."

The guaranteed annual wage would be based on a rate of \$3,000 for fifty thirty-five-hour weeks and two weeks vacation pay for first-class mechanics, "with the \$3,000 standard wage considered flexible and subject to increases."

It was stated that the union's plan envisages an industry-wide employment fund established by the government and supervised jointly by labour and management, to which employers would be required to pay three per cent of payrolls for at least three years, until a fund of \$150 million had been accumulated. Contributions would cease at that point, but when an employer released workers he would again

pay three per cent into the fund, or reimburse it for payments made to the "furloughed" workers. The weekly payments of such workers would be the difference between State unemployment insurance compensation and their guaranteed wage. Workers laid off permanently would be paid the equivalent of eight per cent of their annual earnings for each year of their employment during the war up to a maximum of five years. "Thus, a mechanic paid \$3,000 a year who had been employed for five years would receive \$1,200."

The Union's objective in asking for a shortened work-week and guaranteed wage is said to be "co-related with plans for stabilized production, with allocation of work on a regional basis and workers shifting from yard to yard as necessary." It suggests further, "the creation of a special tripartite sub-committee of the Shipbuilding Stabilization Committee of the War Production Board to act on the guaranteed wage by midsummer."

United States War Production Board urges conservation of eyesight

A survey made recently by the War Production Board at Washington indicated "that industry as a whole fails to realize the extent to which production and safety depend upon better understanding of 'industrial vision'".

In a circular to American Industrial Managers the W.P.B. declared that among the disturbing key facts brought to light by investigation were the following: "(1) Sub-normal eyesight keeps 25 per cent to 40 per cent of war-workers below normal production. (2) Inadequate illumination and glare in many factories handicaps the entire working force. (3) Absenteeism, fatigue and accident rates are substantially increased by eye strain. (4) Protective goggles and other equipment are often, not supplied in sufficient numbers, not properly fitted, and not adequately maintained and used."

The Board asserted further, that the results of spot tests made in many industries "show that management can realize production gains as high as 25 per cent by constructively attacking the problem of eyestrain through the use of corrective glasses, proper lighting, proper eye equipment, and job re-assignment."

The W.P.B. points out that "this is a matter of great practical importance to the war effort as well as to post war production and urges industrialists to apply corrective measures with thoroughness and with despatch.

Reconstruction

Employment and Income

Minister of Reconstruction Issues White Paper on Post-War Planning

A WHITE Paper entitled *Employment and Income*¹ has been presented to Parliament by the Minister of Reconstruction, Hon. C. D. Howe. The Paper outlines plans for the post-war period in Canada with special reference to the initial period of reconstruction.

Pointing out that comprehensive provisions have already been made for the demobilization and re-establishment of members of the armed forces, the Paper states that these provisions will depend for their success on the availability of employment. "The central task of reconstruction, in the interest of the armed services and civilians alike, must be," the Paper declares:

to accomplish a smooth, orderly transition from the economic conditions of war to those of peace and to maintain a high and stable level of employment and income.

"The Government," the Paper continues, "adopts this as a primary object of policy. . . . The active co-operation of all governments and groups in the country will be essential to success."

Nature of the Employment Problem

No over-all shortage of jobs is anticipated in the period between the defeat of Germany and the defeat of Japan. During this period (designated in the Paper as "Stage 2" of the war) members of the armed forces and some of the workers in war industry will be released to civilian industry, whose requirements for labour and materials will still, however, exceed the amounts that can be made available, the Paper intimates.

Following the achievement of victory in the Pacific will come the task of completing the transition to a peace economy. The Paper indicates that total employment after the war will not be maintained at its present abnormally high level. The number of persons in employment or in the armed forces increased

from 3,692,000 in 1939 to 5,016,000² at June 1, 1944, but the Paper points out that many older persons and married women will voluntarily retire at the conclusion of hostilities, and that many others will want to further their education. Making allowance also for those who will remain in the armed forces and for the "highly seasonal character of some of our industries," the Paper estimates that the employment of 900,000 persons over the level of 1939 would "provide a high level of employment for the population of June, 1944," adding that as each year passes this figure will be increased by about 60,000 by the natural increase in the population.

Sources of Employment and Income

Turning to the Government's plans for meeting post-war job requirements, the Paper points out that all remunerative employment is provided by spending, the forms of which are classified as follows:

1. Export trade;
2. Private investment in plant, equipment, and other capital goods;
3. Consumption expenditures, i.e. spending by individuals on food, clothing and other living expenses, etc.
4. Government expenditures.

The Paper then proceeds to analyze each of these forms of spending, and to set forth the Government's plans for stimulating expenditure in each category so as to provide the requisite number of jobs.

It is made clear that the Government expects employment to be provided primarily by privately-owned business. On this point the Paper states:

The Government does not believe it to be either desirable or practicable to look to the expansion of government enterprise to provide, to any large degree, the additional employment required. It follows that a major and early task of reconstruction is to facilitate and encourage an expansion of private industry. . .

¹ *Employment and Income*, King's Printer, Ottawa, 1945.

For a summary of the British White Paper, *Employment Policy*, see L.G., 1944, p. 942; and for a summary of the recommendations of the James Committee on Reconstruction see L.G., 1944, p. 150.

² of whom 1,839,000 were either in the armed services or in war jobs that would end when the war ends.

The Government will make every effort to create by all its policies favourable conditions within which the initiative, experience, and resourcefulness of private business can contribute to the expansion of business and employment.

Export Trade

The first of the four categories of spending, export trade "has been the greatest dynamic force influencing the level of national income and employment in Canada," the Paper asserts, while warning that in this form of expenditure the decision to spend is made outside the country.

For the immediate future, exports of war goods and of goods to relieve war-devastated countries will continue at a high level. As a post-war target the Government considers that an increase of about 15 per cent in the amount of goods exported before the war would be "practical and desirable". This would amount to a total of one and three-quarter billion dollars annually at current prices.

To achieve this objective the Government is looking to an expansion of total world trade, within which other countries as well as Canada can increase their exports.

International security and freedom from threat of war are considered to be essential pre-requisites of success in this program, and are the first objects of international collaboration.

As further steps towards the improvement of world trade and international prosperity, the Government has endorsed the plans reached at Bretton Woods last July for an International Monetary Fund and a United Nations Bank of Reconstruction and Development (L.G., Nov., 1944, p. 1323), and is "pressing actively" for a wide collaboration in the reciprocal reduction of trade barriers. Furthermore the Government is prepared to make loans to the United Kingdom and to Allies whose territories have been over-run by the enemy to enable them to finance their import requirements from this country.

Private Investment in Canada

Turning to the second source of employment—the investment of private capital in industrial and commercial buildings and equipment, goods in stock, power and transportation facilities, exploration and development of natural resources, and housing—the Paper points out that the decision to invest private funds in capital goods will depend on the business man's view of the prospective margin of profit to be made on the investment.

The Paper anticipates that business prospects will be favourable, pointing out that the demand for consumer goods will be high and

that "everything which the Government is doing, and plans to do, to enlarge external markets and increase and stabilize consumer income, will contribute to the prospective profitability of new investment."

Moreover the Paper points out that in terms of post-war needs, there is an abnormal amount of capital and maintenance expenditure to be made as soon as labour and materials are available. "In the period immediately following the European War, it will be necessary to reduce the barriers to such expenditures, facilitate those which are of the greatest urgency and safeguard them against an inflationary boom which would bring them to an abrupt and abortive conclusion."

Assistance in the speedy reconversion and expansion of industries will be given by the Department of Reconstruction with special attention to those localities which have depended most on war production and in which the post-war adjustment will be greatest. The wartime restrictive taxation policy will be replaced by a policy designed to encourage investment.

The facilities of the Industrial Development Bank will be of particular importance for small and new enterprises, "on the development of which much future employment will depend."

Housing

In regard to housing, the Government plans to encourage and use its wartime controls to assist in the production of material and equipment for a total program of not less than 50,000 units in the first full construction year following the end of the European war. This figure will fall short of what is desirable but it will probably be as high as labour and materials can be found for in that period...

This immediate period, when only a limited housing program is possible, should also be used to carry out the surveys which are basic to community planning, establish the plans, and agree on the methods for carrying out soundly conceived housing and slum clearance projects. Here the initiative must rest in large degree in the local communities, the Government standing ready to give technical assistance and to provide substantial grants for slum clearance and generous assistance in the financing of well-located and properly managed projects which provide good housing at low rentals. Research and experiment in the use of materials and in the reduction of costs must also be hastened in this period.

The Paper points out that in the field of housing, expenditures have been deficient over the past 15 years. This, coupled with the fact that war savings and post-war credits, the greater assurance of steady employment, family allowances and the facilities of the National Housing Act will enable many thousands to build their own homes, is ex-

pected to bring about a vast increase in investment in housing as soon as conditions permit.

Consumption Expenditures

In examining consumption expenditures as a means of providing employment, the Paper anticipates no shortage of purchasing power in the immediate future. It points out that the amount of goods and services at present being consumed by civilians is well above the level of 1939, and would be still higher were it not for shortages of materials and labour, the pressure of taxation, and the insistent need for saving for Victory Bonds.

During Stage 2 of the war "consumption expenditures may be expected to rise to the full degree to which goods and services can be made available", in fact, "the danger in this period as at present, is that consumption expenditures will tend to out-run our immediate capacity to put on the market the goods and services desired". This excess of purchasing power might, unless proper safeguards are maintained, result less in increased civilian employment than in sharply rising prices. Measures whose prime object is to encourage spending on the part of the general public will thus "not be appropriate to this period of the war."

However as an offset against dislocations affecting individuals, which might cause a fall in some incomes, the Paper lists the following safeguards that Parliament has provided:

(1) The Unemployment Insurance Act, benefits from which will protect wage-earners suffering temporary loss of work during the period of reconversion, and will thus to an important degree maintain consumption expenditures and maintain employment in the industries producing consumption goods and services.

(2) The Family Allowance Act, which "will augment the incomes of families in the lower-income groups and will provide the means for maintaining or increasing the consumption of these groups."

(3) The Agricultural and Fisheries Price Support Acts, which will be used to safeguard the primary producer against the penalties of sudden changes and dislocations in export trade, and will thus "to a degree underwrite consumption and other expenditures."

The many financial provisions for the re-establishment of veterans will also "add substantially" to expenditures on consumer goods, the Paper states.

Consumption expenditures are thus expected to continue strong until well after the war is ended, "if not neutralized by price inflation". Further social security measures are then

anticipated, including contributory old age pensions and health insurance. In addition to their great direct results in human security and welfare, such measures will have important supplementary effects in stabilizing and enlarging consumption expenditures and the employment which is derived from them.

The Government also proposes "by research, education, improvement of marketing methods and facilities, and by such other means as are necessary, to foster the improvement of Canadian standards of nutrition."

Government Expenditure

The final type of spending which gives rise to employment is classed as government expenditure. During the war government expenditures have played the dominant part in determining the level of employment and income in the country; but this role will be greatly reduced after the war, the Paper indicates, adding:

Viewed from one direction, the problem of the transition is to maintain the level of employment, while substituting private for a large part of public expenditures.

An important function that public spending may have in stabilizing employment is, however, considered in the Paper. This is the possibility of varying government expenditures so as to compensate for fluctuations in private investment and thus maintain employment during periods of low expenditure by business. In this connection the Paper asserts that

the deliberate use of public investment expenditures as a permanent instrument in employment policy has to be undertaken experimentally. There is, as yet, no working model even in other countries. It will be necessary to frame policy to fit the facts of the Canadian economy and administer it in accordance with our federal constitution.

The Paper points out that government expenditures are of three sorts:

1. Current expenditures for goods and services, whose amount has to be determined by the current need for government services and operations rather than varied according to the need for employment;

2. Transfer payments, such as pensions allowances and similar payments, which have their effect on employment as they re-appear as private expenditures;

3. Public capital or investment expenditures for buildings, equipment, roads, airfields and other durable developments and improvements.

The last, the Paper indicates, "are, to a degree, capable of being timed so as to contribute to employment as needed and supplement private expenditures and compensate for their fluctuations."

The Paper declares that:

It is the firm intention of the Government to institute a system of managing its capital expenditures so that they may contribute to the maximum to the improvement and stabilization of employment and income.

However it warns that the post-war employment problem is "not to be solved by huge expenditures on public works" and that "efforts to increase and stabilize employment and income must pervade all economic policies."

During Stage 2 of the war, the Government proposes, along with provincial and municipal governments, to carry out the projects of a normal sort for maintenance and expansion which have been deferred during the war years, although "other demands on our labour and materials will limit severely the amount of public investment expenditures."

During the same period the Dominion proposes to press ahead with the planning of its own deferred works and announces its intention of accumulating a "shelf" of employment-giving projects. The Paper points out however, that since in the inter-war years the public investment expenditures of provincial and municipal governments were far greater than those of the Dominion, it will be an essential part of Dominion policy to encourage advance planning on the part of these governments and to seek their co-operation on the timing of expenditures.

Co-operation will also be sought in regard to a policy of expenditures on natural resources. It is pointed out that the opportunity exists for public investment in this field which would "induce more private investment and not supplant it."

The Dominion "would not seek in any particular to limit the control of provinces over their own resources nor to divert any of the revenues to be derived from them." The Paper points, however, to the need of "a new definition of financial arrangements between Dominion and Provinces" which "cannot be undertaken in definite terms before the Dominion-Provincial Conference is held."

Placement and Training of Workers

Having outlined the Government's point of view in regard to the various types of expenditure that provide employment, the Paper points out that provision must also be made to ensure the fitting of workers to jobs.

A high overall demand for labour will not of itself assure jobs for all. The kinds of work offering and the places where unfilled jobs exist will change with the seasons of the year and with the development of new consumer demands, new industries, new processes and new materials. There must, therefore,

be a high degree of mobility of labour as between occupations, and between jobs and places.

The Paper states that the attainment of the required mobility and adaptability will "depend in large degree on the initiative and resourcefulness of the workers themselves."

Important experience in the placement and training of workers has been gained during the war, the Paper points out. Referring to the wartime function of the Employment Offices and Placement Service the Paper declares:

Under difficult and exacting circumstances, a large and increasingly efficient organization has been built up. The restrictive regulations in force during the war will disappear as soon as they no longer serve a useful purpose, but the placement services and the forward planning in the employment of the labour force will be expanded in scope and improved in quality on the basis of wartime experience and post-war requirements.

The employment offices will be key institutions in the period of demobilization.

After the war, their work will continue to be of essential importance in the carrying out of employment policies and in furnishing information on local and national employment.

The continuation of vocational training under Dominion-Provincial agreement will also be an important aspect of the post-war employment program.

To create a greater inducement for persons who become unemployed to take vocational training, the Government proposes to make payments to applicants for unemployment insurance benefit who undertake approved training at higher rates than the ordinary rates of benefit.

Wartime Controls

Asserting that "high post-war employment can be based only on high production," the Paper warns of the danger that an inflationary rise in prices might defeat the achievement of this objective.

The store of buying power which individuals and corporations have accumulated during the war can be of great assistance in sustaining production and employment during the transition from war to peace. On the other hand, it could also be dissipated in a needless inflation, which would defeat orderly reconversion, if such buying power were permitted to run wild at a time when civilian production was still restricted and shortages and bottlenecks persisted.

The Paper affirms the Government's intention of maintaining such controls as are necessary following the close of the war in Europe. As wartime scarcities of manpower, materials, productive capacity and transport disappear, wartime controls will be relaxed and discontinued. "It will be necessary, however,

to be sure that the underlying condition has disappeared permanently before all the machinery of control is abandoned."

Government Finance

Referring briefly to the role of government fiscal policy in a high employment program, the Paper points out that the maintenance of levels of employment and income greatly above those ruling before the war will call for government expenditures and revenues at higher than pre-war levels. Nevertheless it is anticipated that post-war taxation "at substantially lower levels than at present" will be possible.

Announcing the Government's intention to base fiscal policy "on economic as much as purely financial consideration," in line with experience gained during the war, the Paper states:

The Government will be prepared, in periods when unemployment threatens, to incur the deficits and increases in the national debt resulting from its employment and income policy, whether that policy in the circumstances is best applied through increased expenditures or reduced taxation. In periods of buoyant employment and income, budget plans will call for surpluses. The Government's policy will be to keep the national debt within manageable proportions, and maintain a proper balance in its budget over a period longer than a single year.

Beginning of Transition

In order to speed the resumption of civilian production following the termination of war contracts, the Department of Munitions and Supply has determined "rapid procedures to deal with any final re-negotiation of contracts and termination of war orders", the Paper states. Government-owned equipment or materials not required for civilian production will be cleared promptly from privately-owned plants, and will be disposed of "at fair prices and on fair terms in accordance with policy already enunciated", as will other Crown assets.

Special plans are being made for localities where wartime demands have necessitated

heavy concentration of war orders and an abnormal war population. In these places, cancellation of war contracts will fall more heavily than elsewhere, and the Government's plans include:

1) speedy re-establishment and development of civilian industry;

2) special attention to the field of housing and public works "even though it is not possible or desirable to proceed with similar works in other localities."

The Government intends to foster the expansion of scientific research in Dominion and other government laboratories, in the universities and within industry. The Paper declares that this "can contribute enormously to the future employment and income of the Canadian people."

The Paper makes the assertion that the Government's policy of maintaining a high and stable level of employment and income, to be successful, must be wholeheartedly accepted by all economic groups and organizations as a great national objective, transcending in importance all sectional and group interests.

Referring to the joint responsibilities of labour and management the Paper states:

A higher degree of productive efficiency is necessary to maintain the desired level of income and a correspondingly high standard of living. Efficiency and direction in production will have a very important bearing upon the employment level which can be maintained, and this in turn involves research and technical education. Business management will be called upon to apply wartime experience in attaining new levels of efficiency and to secure larger production and greater employment through passing on to the consumers and other purchasers in the form of lower prices the savings thus made. Labour, which will benefit most from high levels of employment, will make an essential contribution to the solution of the post-war problem by assisting management in making high labour earnings compatible with low costs through skilful, abundant and efficient production.

In conclusion the Paper declares: "Government, labour and management have been united together in the common objective of winning the war. The same united effort can win our post-war objectives."

Labour and the Department of Reconstruction

THE Minister of Reconstruction, Hon. C. D. Howe, on April 29 wrote to the major labour organizations in Canada requesting them to name representatives to a committee with which he proposes to meet regularly in order to obtain the "full co-operation and assistance of labour" in formulating the reconstruction policies of his Department.

The letter was sent to the principal officers of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, and the Dominion Joint Legislative Committee of the Railroad Brotherhoods.

The Minister, in outlining the steps being taken with a view to enlisting the co-operation

of labour in the work of reconstruction, stated that an officer of the Department, Mr. H. Carl Goldenberg, had been appointed Labour Adviser. "It is his function to keep in contact with labour organizations, to know their views, and accordingly to advise on reconstruction problems and policies as they affect labour," the Minister declared. "He is to assist me at meetings with representatives of labour organizations and in receiving and studying the submissions of these organizations to the Department. He also acts as liaison officer between the Department of Labour and the Department of Reconstruction since the policies of these two Departments are of mutual concern."

The Minister explained that preliminary meetings of the Committee would be for the purpose of formulating a procedure to enable the views of workers in the various industries to be presented on the problems which particularly concern them.

He stated that Regional Reconstruction Councils are being set up in all of the provinces of Canada, and that these will each include labour representatives. "It is the duty of these Regional Councils to keep currently advised on reconstruction problems within the region and to assist the Department therein. Through direct representation on the council labour will therefore be in a position to cooperate in the solution of reconstruction problems arising within the region", the Minister declared.

Referring to the Government's statement of post-war employment policy as set down in the White Paper on *Employment and Income*, the Minister emphasized the need for

labour-management co-operation if the desired results were to be achieved.

"It is apparent that unless there is close co-operation between labour and management in the reconstruction and post-war years we shall not be able to attain the high standard of living which is our goal," he said. "That co-operation must be achieved jointly by the two parties in industry, namely labour and management.

"In regard to labour-management co-operation we can benefit from our wartime industrial experience," he continued. "Labour has acquired in the war years a more positive role in industry through adoption of the principle of joint consultation on production problems through labour-management committees. The Industrial Production Co-operation Board has been functioning for more than two years in setting up such committees."

The Minister reiterated the Government's intention of continuing to encourage and promote the formation of joint production committees in the reconstruction and post-war period, as set forth recently in a statement issued jointly by himself and by the Minister of Labour (L.G., Dec., 1944, p. 1464).

"In furtherance of this policy," he declared, "it is proposed to encourage labour-management co-operation at whatever level mutually acceptable organization can be achieved. As we approach the initial period of reconstruction I ask industry to join with labour in setting up the most appropriate and most effective type of machinery for co-operation in order that we may, through our joint efforts, reach and maintain the high and stable level of employment and income which we have declared to be our goal."

Veterans and the Department of Labour

THE Minister of Labour, Hon. Humphrey Mitchell, recently described the activities of the Department of Labour in connection with war veterans in the following terms:

The Department of Labour is co-operating closely with other government departments in planning for the rehabilitation of war veterans.

An inter-departmental co-ordinating committee, under the chairmanship of the Deputy Minister of Labour, has been formed to co-ordinate the rehabilitation planning of all government departments. In addition, a special assistant to the Deputy Minister has been appointed to co-ordinate all matters pertaining to rehabilitation coming within the purview of the Department of Labour.

These activities include:

Reinstatement in civilian employment;

Finding new employment for those who do not desire reinstatement, or who have not previously been employed; and

Vocational training for those who wish to acquire a new skill before seeking employment.

Present figures would indicate that more than 80 per cent of those discharged will go through our hands. In the larger centres where the Department of Veterans Affairs will be establishing Rehabilitation Centres, our Employment Service will have a complete unit housed in the same building as representatives of other government departments.

In the smaller centres where the Department of Veterans Affairs is not establishing offices, we are appointing a special officer to look after the interest of veterans exclusively. This officer will advise them not only on

matters pertaining to employment and vocational training but also on matters which normally would not come within the purview of the Labour Department.

It is hoped also that the activities of the local citizens' rehabilitation committees will be centred in these offices so that a veteran may obtain at one centre the answers to any problems with which he may be confronted without the necessity of directing him from place to place as would otherwise be the case.

Our local officials are also co-operating closely with municipal and provincial bodies concerned with the rehabilitation of veterans to prevent overlapping and duplication of effort.

To meet the problem of re-establishment of war veterans it will probably be necessary for the Government to continue some of the exist-

ing wartime employment machinery and controls until the end of the war with Japan.

It will be necessary to have adequate data on employment opportunities and on applications for employment. It will be the policy of the Government to give priority to veterans in referrals to positions. They must be given the opportunity to return to the jobs they had before they joined the forces.

There must be very close contact between the employment service and the vocational training authorities so that training programs may be intelligently carried out.

The office and field force organization of the Department of Labour will be at the service of the Department of Reconstruction in providing complete data at all times pertaining to both national and local labour conditions.

Canada and the I.L.O.

THE Hon. Humphrey Mitchell, Minister of Labour, in a recent statement made reference to the relationship between Canada and the International Labour Organization.

"Canada", he declared, "has been a staunch supporter of the I.L.O. since its formation 26 years ago. A Canadian delegation was present at the first International Labour Conference held in Washington in 1919; and Canadian delegations representing the Government and employers' and workers' organizations have attended every Conference since.

"For several years we maintained a permanent office in Geneva, and when because of this war the I.L.O. was forced to move from Geneva we were glad indeed to furnish a temporary home in Montreal.

"The I.L.O. was set up to deal with vital problems following the First Great War. It accomplished much. Within a few months, we hope, it will be called upon to do an even greater post-war job.

"But this time the I.L.O. is better prepared to handle it. They have learned that the problems of peace—such as rehabilitation, steady employment, higher standards of living, social security—are problems which cannot be solved by one nation alone."

Referring to the 26th session of the International Labour Conference, held at Philadelphia last year, he said:

"It was a meeting of great importance. It re-affirmed, among other principles, that 'labour is not a commodity', that 'poverty anywhere constitutes a danger to prosperity everywhere', and that all international economic and financial policies and measures should be considered in the light of these great fundamental axioms."

He pointed out that Canada had been "very adequately represented" at the Conference as well as at the 94th session of the Governing Body held in London last January.

Manpower

Manpower Situation in Canada Reviewed by Minister of Labour

A REVIEW of the manpower situation in Canada was given in April by the Minister of Labour, Hon. Humphrey Mitchell.

In regard to continuance of employment controls the Minister declared:

"To meet the problem of re-establishment of war veterans it probably will be necessary for the government to continue some of the existing wartime employment machinery and controls until the end of the war with Japan."

Reviewing highlights of labour demand and supply, the Minister said that at the end of 1944 labour supply was easier than it had been for some time but still remained very tight.

"From April until September, 1944, the demands of war and essential industries progressively increased. Expanded munitions programs required more men of the heavy labour type, which in turn became more scarce as the necessity for additional men for the armed forces developed.

"At times the requirements of all industries could not be met. This, of course, is a situation which cannot always be avoided in a country like Canada where there is so much seasonal employment.

"Generally, all crops in Canada were very much greater than in the previous year, and consequently, more men were required to harvest, ship and store them.

"Steps were taken to utilize as far as possible all persons being released from seasonal employment. An appeal was made during the autumn, and as men became available they were referred to high priority manufacturing industries, and to lumbering and logging.

"The services of those ordinarily employed in lake navigation and in building construction projects were used to the full, and by the end of the year 30,000 of these workers were engaged in essential manufacturing industries, and 31,000 in lumbering and logging operations.

"During this whole period there were constant changes in production programs. The shipyards and the aircraft industry were releasing men while demands were increasing for shells, military tires and various other munitions.

"These constantly changing requirements called for new policies and procedures on the

part of the employment service, including the directing of men to employment, the screening of rejectees from the Army, the using of soldiers and prisoners of war and Japanese to a limited extent, and various other means of meeting definite labour shortages.

"While the day-to-day work was being undertaken in meeting the manpower requirements of the nation, plans were being put into effect to provide a service for men being discharged from the armed forces, and also for the placing of persons suffering from disabilities."

Labour Priorities

Referring to labour priorities he said that changes in the war production program had demanded close attention to the priority ratings of the firms involved.

"Other industries have had to be given preferred attention for several reasons. In this sixth year of the war the inventories of many essential civilian commodities have become seriously depleted and temporary priorities have been provided to prevent an acute shortage of sundry items, and to avoid the need of rationing.

"However, in spite of pressure to raise priorities, only 5½ per cent of all the industrial establishments in Canada have been given 'A' rating for male workers."

Speaking of the problem of providing labour to essential civilian industries, the Minister said that this "has sometimes been difficult, particularly in meat packing, ice harvesting, flour milling, and construction work, where the strong rugged type of labourer is needed. We have been greatly assisted during the winter by the use of farm workers, who were not at that time required on the farms.

"When the heavy seasonal demand for packinghouse workers began last September the total employment of the important plants in Canada amounted to nearly 16,000 employees.

"By the middle of December when they had reached their peak, National Selective Service had provided these packing houses with an additional 3,000 workers, bringing the total to almost 19,000 employees.

"During the year, the Department of Veterans Affairs had under way an extensive

program of hospital construction. This was given top labour priority, and every means taken to see that adequate labour was made available.

"Where tradesmen of special skills were not to be had in one part of the country for work on these hospitals, they were transported from other sections, the government providing transportation where necessary.

"Increased staffs were called for in certain industries that provide the construction materials needed. The brick and tile industry was one to which we had to give attention.

"So that there might be supplies of these materials on hand for work in the spring, those manufacturers operating throughout the winter months were given temporarily the highest labour priority, and special efforts were made to increase their staffs.

"Late last summer a shortage of ice was experienced at several points across the country. This seriously affected the movement of perishable foodstuffs.

"A survey undertaken by the Wartime Prices and Trade Board in the fall of 1944 indicated that 50 per cent more ice would be required this summer than was available last year. Early in the winter, therefore, plans were developed to provide the workers necessary for a maximum harvest of natural ice.

"With farm workers who have been employed in industry during the winter now returning to the farms, essential civilian industries such as brick yards, flour mills, tanneries, etc., will require special attention from National Selective Service in the provision of necessary replacements, and these matters are now being studied by our officials.

"In the provision of labour for essential civilian industries and services, very close co-operation is necessarily maintained between National Selective Service and the Wartime Prices and Trade Board.

"Officials are now giving attention to the task of laying the ground work of reconstruction projects, and the need for preliminary work on post-war developments.

Farm Labour Program

"One of the highlights of our year's work has been the Farm Labour Program. Once again close co-operation between the Federal and Provincial agencies has been a most important factor in helping to meet the heavy farm labour requirements.

"With the greatly increased need for food, especially in liberated countries, farmers were asked not only to maintain but, if possible, to increase their all-time record production."

Referring to negotiations for 1945 farm labour agreements the Minister said:

"I have great faith in this joint Dominion-Provincial arrangement. It is much more than a 'marriage of convenience'. It exemplifies, in action, what can be accomplished when provincial and federal departments pool their plans and resources in tackling a problem of mutual concern."

Outlining the various measures taken to meet the farm labour situation (L.G. Dec., 1944, p. 1460) he referred to a recent amendment to the Selective Service Regulations which provides that any male person between 16 and 65 years of age may be directed into agricultural employment. "Selective service officers acting with provincial agricultural officials will," he declared, "decide on who are suitable for direction to agriculture and where the need is greatest."

He added: "The United Nations may be confronted with millions of starving people in Europe before the end of this year, bringing in its train disorganization and chaos unless we on this continent take on much of the responsibility of helping to bridge this crisis."

Sources of Manpower

Continuing with his review of the manpower situation the Minister declared that about 25 per cent more farm workers on temporary permits were placed in saw-log and pulpwood operations this winter as compared with last year. "Reports show that from October 1944 to the end of the fifth week of 1945 inclusive, there were 85,000 placements in forestry from all sources as compared with 61,000 for the same period in 1943-44.

"Conscientious objectors have provided another seasonal supply of labour on much the same basis. They are employed on the farms during the summer months and transferred to woods operations in the winter.

"Canadian Japanese are also a source of labour supply. There are now about 2,000 of these in British Columbia and eastward to Ontario.

"Prisoners of war continue to be employed to a considerable extent in woods operations. Through the winter about 9,000 of these men were employed. We expect to use a greater number in the near future.

"The timber controller and the industrial associations have expressed satisfaction with the amount of labour which has been supplied to operators this past season.

"In the coal mining industry the employment situation started well in 1944 but deteriorated during the year. About 27,000 workers are now being employed, but at February 16 last there was a demand for over 1,000 miners, mainly to work at the coal face.

"There was no shortage of underground men for the auxiliary services and efforts were made to induce some of these men to transfer to the face.

"Soldiers with coal mining experience were given leave to work in the mines. There were approximately 1,000 in mines of the Maritime Provinces and 800 in the West. Most of these men were producers and formed a sizable percentage of the total producer strength of the industry.

"Our apprenticeship training plan for coal miners under the war emergency training program supplied approximately 100 workers this year and about 80 more will be available shortly.

"In base metal mining the labour requirements during the past year again were very heavy. Canada has supplied nearly all the nickel used by the Allies, a fair proportion of the copper, lead and zinc, and some precious metals and radio active ores.

"The greatest need was for underground miners, men of good physique and some skill. During the winter months over a thousand agricultural workers were made available to these mines and their assistance has been most valuable. . . .

"The importance of base metals has warranted the highest priority for labour to this industry. Every effort has been made to maintain the strength of this labour reserve.

"We have taken steps to create a labour reserve in all base metal mines producing over

85 per cent for war work. It will include all underground workers who will be classed as War Industry Reservists as provided for by P.C. 496 of January 25, 1945. (L.G., Feb., 1945, p. 136). This will help to ensure the retention of these workers in this essential industry."

The Minister referred also to the "splendid war effort" of women in Canada, and said that one of the greatest difficulties in the field of women's employment was maintaining hospital staffs.

Referring to longshoremen he said: "Under the direction of a Controller of Loading Operations, the loading of ships at Halifax has proceeded satisfactorily. The method of hiring longshoremen through a central despatching agency has been continued and the longshoremen's reserve pool also continues in operation.

"Longshoremen registered at the despatching agency and in the reserve pool receive a guaranteed minimum weekly wage. During the summer season, the deficiency payments made by the government for this purpose are high, but when shiploading picks up in the autumn and throughout the winter, the disbursements made by the government are greatly reduced.

"In January, 1945, the average number of man days employed was almost 50 per cent greater than in January, 1944.

"The net cost to the government for the guaranteed wage paid to longshoremen was \$6,300 in January 1945, as compared with \$75,000 in January, 1944."

Recent Manpower Orders

Consolidation of N.S.S. Regulations—Restrictions on Teachers Removed

THE National Selective Service Civilian Regulations have been revised and consolidated. Order in Council P.C. 246, January 19, 1943, which had undergone various amendments in the last two years, has been rescinded by a new Order, P.C. 2796, April 24, 1945, which sets forth the Regulations in their amended form. The new Order, P.C. 2796, makes no changes in the provisions of the Regulations, but effects a convenient consolidation of their provisions as amended.

The Selective Service restriction that members of the teaching profession could only leave that occupation under special permit, has been rescinded as from September next.

The Hon. Humphrey Mitchell, Minister of Labour explained recently that this is being done on recommendation of the National Selective Service Advisory Board, and after

consultation with the Governments of the provinces.

"Lifting of the restriction on teachers," the Labour Minister said, "is in line with the general policy of the Government to discontinue wartime restrictions just as soon as their purpose has disappeared. It is anticipated that by September next—the beginning of the new school year—the shortage of teachers will have eased materially, so that wartime regulation will no longer be necessary."

Control of employment of teachers was effected in June, 1943 (L.G., 1943, p. 903). The Order rescinding the restrictions (P.C. 3164, May 1, 1945), amends P.C. 2796 (April 24, 1945), by revoking paragraph (w) of section 2 and all of 207A of the National Selective Service Civilian Regulations.

Historical Summary of the National Selective Service Civilian Regulations

CANADA'S civilian National Selective Service dates from March 23, 1942, when Prime Minister Mackenzie King announced the passing of two orders in council designed "to effect the orderly and efficient employment of the men and women of Canada for the varied purposes of war." This marked the beginning of Canada's program to do for the civilian side of the war effort what the National Selective Service Mobilization Regulations were designed to do for the military war effort. The purpose and policy of this wartime mobilization of man and woman power was to direct the maximum productive effort of the country on all fronts—industry, labour, agriculture, as well as in the armed forces.

The general responsibility for the direction of civilian manpower (including women) was placed on the Minister of Labour, while provision was made for a director of National Selective Service to head up the organization responsible for carrying through the program. The principal purposes of the original two orders in council were to estimate civilian manpower requirements; restrict the entry of men into certain specified occupations; stabilize employment in agriculture; and co-relate military and civilian manpower problems.

Control of Employment

The first order in council, sometimes known as the "Restricted Occupations Order," restricted the entry of male persons between the ages of 17 and 45 into a specified list of occupations or industries, unless the male person had been rejected as physically unfit for military service or discharged from the armed forces. If the man had not been discharged or rejected he was prohibited from entering any of the restricted occupations unless and until he had first obtained a permit from a National Selective Service officer, the official through whom the Regulations were administered. These regulations did not apply to female workers.

Along with the Restricted Occupations Order a second set of regulations was made, designed to stabilize employment in agriculture. These were known as the "Stabilization of Employment in Agriculture Regulations." They provided that persons employed in agriculture at March 23, 1942, could not take employment outside of agriculture unless they had first obtained the permission of a National Selective Service officer. Such persons were per-

mitted to move freely from one agricultural job to another so long as they remained in agriculture.

To administer the two sets of Regulations arrangements were made by the Minister of Labour and the Director of National Selective Service to utilize the cross-country chain of offices and the organization set up to administer the Unemployment Insurance Act under the Unemployment Insurance Commission—which included employment and claims offices in all leading cities. Certain of the members of the staff of the Unemployment Insurance Commission were appointed National Selective Service officers and vested with authority to administer the Regulations.

Along with the Regulations already mentioned, a third order in council was made that dealt exclusively with technical personnel. It provided generally that such persons might not enter employment without permission, and on termination of their employment were to give notice in prescribed form. It further provided for a complete registration of all persons with technical training. The provisions of this order in council were administered by the Wartime Bureau of Technical Personnel, and although these regulations were later integrated with National Selective Service Civilian Regulations, this phase of the matter has continued throughout to be administered by this bureau separately and apart from the main Regulations administered by the employment service and unemployment insurance branch of the Department of Labour (that is, the organization of the Unemployment Insurance Commission).

To determine the extent of the manpower pool available for civilian employment, a compulsory registration of all unemployed men between the ages of 17 and 69 was undertaken in May, 1942. The terms of the registration required that all unemployed male persons renew their registration every two weeks during any period of unemployment. This registration provided a picture of the available manpower.

By a new order in council, which became effective on June 17, 1942, and was known as the "Control of Employment Regulations," the Restricted Occupations Order previously referred to was revoked, and a new set of Regulations provided in its place. These new Regulations (which did not in any way affect the Stabilization of Employment in Agriculture Regulations) extended very greatly the area of control over civilian manpower and employ-

ment. They provided that every person, male or female, regardless of age, required the permission of a Selective Service officer to seek or enter employment. The general procedure was for employees to obtain their employment and then make application for the necessary permit, at which time the National Selective Service officer, if he saw fit, could refuse the permit and induce the person to take some other employment.

The next forward step in the development of the civilian manpower regulations took place on September 1, 1942, when a revised order, known as the "National Selective Service Regulations," came into force. These Regulations revoked the Stabilization of Employment in Agriculture Regulations, as well as those made in June, 1942, and provided a combined and complete code dealing with all civilian employment with the exception of technical personnel.

The Regulations of September, 1942, again considerably extended and widened the area of control over all civilian employment. They made it necessary for workers to obtain permits *before* seeking or entering employment. They introduced a system of notices of separation for use when an employee was being laid off or dismissed or was terminating his employment. This provision required seven days' notice to be given by either employer or employee in a case of intended separation. Employers were required to report employment vacancies. Advertising for employment or for employees was prohibited except under the control of Selective Service. A labour priority schedule, consisting of four priority classifications, was introduced in order to indicate the relative essentiality of various occupations and industries in reference to the war effort. This provided the groundwork for the effort to move workers from lower to higher classes in the labour priority schedule, that is, to move workers into more essential work. Supplementary allowances were provided for, to assist in making the labour supply mobile. These allowances included transportation to employment and payments to assist workers separated from their families or to compensate where wage differentials interfered with transfers, and became payable on any project or in any case where specific authority for payment was given.

All these Regulations, which applied to both men and women, covered persons who had reached their 16th birthday. No important changes were made in the earlier provisions relating to the stabilization of employment in agriculture.

In October, 1942, it was considered advisable to stop the flow of manpower going to employment outside Canada. Regulations were accordingly made to prohibit persons over 16 years of age from leaving Canada with the intention of seeking or entering employment outside Canada, unless they had first obtained a labour exit permit from a Selective Service officer. Some exceptions were provided to take care of persons whose work required them, in the normal course, to remain outside of Canada on business, or those entering the employ of any government abroad. The Regulations, which have been rigidly administered, have stopped a source of loss of manpower to employment in other countries.

With the concurrence of the Unemployment Insurance Commission, by an order in council dated September 4, 1942, the organization of the commission was made part of the Department of Labour, under the title of the Employment Service and Unemployment Insurance Branch of the department. The change was made mainly for the purpose of administering Selective Service. At this time there also took place a great expansion of the personnel, and regional and local offices of the Branch, in order to deal more effectively with the increased work involved in administering the greatly extended Regulations.

The next change in the Regulations, and the last major change, was made in January, 1943, when all Regulations previously made that dealt with employment, including agricultural employment, technical personnel and labour exit permits, were consolidated into one set of Regulations which became known as "The National Selective Service Civilian Regulations". Minor changes were made, but substantially they remained the same as those introduced in September, 1942.

It may be noted in dealing with this consolidation of the Regulations in January, 1943, that the foundation was laid for a greater degree of compulsion in directing men to specified employment—a point to which more specific reference will be made later. Under the amended Regulations, persons 65 and over were not further covered.

Throughout the entire term of the civilian Selective Service Regulations, certain persons or groups of workers, while following certain specified callings, have been exempted from control. These have included employees of provincial governments; persons employed in agriculture, fishing, fish processing, hunting or trapping; ministers, priests or other clergymen; nurses while employed as such; domes-

tic servants while employed in a private home and school students working after school hours and on Saturdays and holidays. It will be noted, of course, that these persons, at such time as they might change the nature of their occupation or employment, would become subject in all respects to the Regulations.

In connection with the seven-day notice of separation introduced in September, 1942, as carried over into the consolidation of January, 1943, a number of exceptions were provided to take care of special cases. As an illustration it might be noted that in the case of persons employed in the building construction industry or persons working for less than one month, termination of employment could take place immediately, simply by giving a notice in prescribed form. From January, 1943, if the notice of separation provisions were contrary to any practice established by a collective labour agreement in force prior to September, 1942, the provisions of the collective labour agreement would prevail.

An amendment made in June, 1943, affecting school teachers, provided that they could not enter employment outside of school teaching (other than during vacation periods) without a permit from a Selective Service officer. Generally speaking, such permits are rarely granted. This was designed to do for schools what earlier provisions had done for agriculture, that is, to stabilize school teachers in their employment and to retain in school teaching those who, by training and experience, were fitted to render national service in that work.

Compulsory Employment

Reference has already been made to provisions that laid the foundation for compulsory directions to employment—a feature of the Regulations which has developed gradually from September, 1942, until the present date. Originally the only persons who could be compulsorily directed to employment by a National Selective Service officer were unemployed persons or persons not gainfully occupied. This provision has existed since September, 1942. The Regulations made in January, 1943, laid the foundation for the Compulsory Employment Transfer Orders—the first of which was made by the Minister of Labour in April, 1943. The procedure established was for the Minister to make an order that male persons within the age group callable for military service could not continue in any of the list of occupations or industries set forth in the Minister's order, unless they obtained a special permit from a National Selective Service officer. It was

further provided that on application for the necessary special permit or at any date thereafter, the Selective Service officer might direct the man to employment with a higher priority. From time to time further orders were made by the Minister that widened and extended the list of occupations and industries from which men might be directed to more essential employment. A change was made in the age group subject to the orders by abolishing the reference to the age classes subject to military service, so that thus, later, the compulsory employment transfer orders were made to apply to all men who had passed their 16th birthday and who had not passed their 41st birthday.

The next extension of the compulsory provisions of the Regulations came in May, 1943, when a special order was made to deal with the coal mining situation. This provided that men with certain specified periods of coal mining experience or certification *must* be directed to coal mining employment, unless they were found physically unfit, regardless of their occupation at that time. A further Regulation was made to provide for the compulsory direction to employment of any male person between 16 and 65 to fuelwood cutting, fishing, fish processing and coal mining. This provision, it will be noted, is very wide with respect to the group who may be directed. The latest compulsory feature of the Regulations deals with male persons examined and rejected as physically unfit for military service. These persons may be directed to any high priority employment by a Selective Service officer.

In order to ensure that hardship would not be suffered by persons compulsorily directed to employment, the Regulations provided a right to reinstatement in their original employment on the completion of the work to which these men were directed. This placed the directed civilian worker on the same footing as a man undergoing active military service, in respect to reinstatement in former employment, and for this purpose the provisions of the Reinstatement in Civil Employment Act, 1942, were made applicable. It may also be noted that this right of reinstatement was available to all persons compulsorily directed to employment under any of the additional compulsory features of the Regulations, which will be noted immediately.

In all compulsory directions to employment, special safeguards were set up to ensure that the new employment would be suitable to the health, experience, family and financial obligations of the male employee concerned. As already indicated a right of reinstatement was provided. As will be indicated later, a right

of appeal from such directions was provided. Special procedures were established in order to determine the worker's physical fitness for the proposed employment. All these and many other means were taken to minimize the hardships which might ordinarily be expected to result from these compulsory features of the Regulations.

It will be seen that there has been a gradual widening of the compulsory features of the Regulations from that limited to unemployed men, until it reached a large group of men employed in various occupations. It is noteworthy that these compulsory directions were resorted to only when the available supply of manpower for high priority industry, offering voluntarily, had been exhausted, and it had become necessary to take employed men from certain non-essential or low priority occupations and place them in employment of higher priority.

Amendments to the Civilian Regulations, effective from March 20, 1945, make the following modifications in the provisions as then in force:

- (a) The seven days' notice of separation requirement is to be subject to these qualifications—
 - (i) notice is to be waived where a break in operations is brought about by a power shortage;
 - (ii) Selective Service Officers may shorten the seven days if a temporary lay-off appears necessary through circumstances beyond the control of the employer;
 - (iii) instead of the employer having the right to make temporary lay-offs without notice to a maximum of 14 days in a six-month period, the employer will be required to apply to a Selective Service Officer on each occasion for a reduction of the seven-day rule. Before ruling the Selective Service Officer will be required to consult with the union where the employment is covered by a collective labour agreement.
- (iv) Where an employee is laid off for a temporary period, and is not to be taken back by the employer (that is, is later to be laid off permanently) the employer must pay him six days' wages or salary in lieu of notice.
- (b) In high priority industries, where male employees have been "frozen", local Selective Service Officers will have authority to remove the "freeze", but the employer's labour priority will remain unchanged by local action.
- (c) Every employee, whether a trade-union member or not, will be entitled to have his case reviewed under the terms of any collective labour agreement in force on the job: Previously, only union members were so dealt with, while non-members'

cases went before a Selective Service Officer.

- (d) Any person in employment contrary to the provisions of Selective Service, will now be regarded as "unemployed" for the purpose of the Regulations, and may be directed to essential work.
- (e) The penalty for non-compliance with a direction of a Selective Service Officer to a man to accept work, was previously that the man might be sent to an Alternative Service Work Camp. While direction to such a camp remains as a penalty, lesser penalties of fine or imprisonment are added as options in these cases.
- (f) Selective Service Officers are given authority to direct any male person, 16 to 65 years of age, whether already employed or unemployed, to a job in agriculture.
- (g) In connection with labour transfers, the Minister of Labour is given authority to authorize the payment of workers' transportation and the removal expenses of workers' families, in such areas and during such periods as he may approve.
- (h) As some employers have failed to fully pay in connection with the employment of conscientious objectors, summary means of requiring payment through court action were provided.

The announcement of these amendments to the Regulations stated that in part they were designed to overcome operating difficulties which had come to light, while in part also they were to make the Regulations more flexible in order to meet changing employment conditions, and conditions anticipated at the close of European hostilities.

Restrictions on Separation from Employment

All the provisions for getting men into employment were not totally effective without a companion provision to make it difficult or impossible for men to leave high priority employment. Consequently in September, 1943, an amendment was made to the Regulations to provide that men employed in "designated industries" coming within the two highest priority ratings could not terminate their employment or cease to perform their duties without first obtaining the permission of a National Selective Service officer. In ordinary practice such permission was refused unless special circumstances existed. This provision is sometimes known as the "freeze in employment" and, as indicated by the use of the word "freeze", was intended to slow down the turnover of labour in the most essential industries. These provisions do not apply to women employed in the "designated establishments," who may terminate their employment in the "designated establishments" by giving the customary seven days' notice of separation.

Agricultural Employment

Since the beginning of the war the agricultural population had been steadily draining away into the armed forces and into war industries which offered high remuneration. This was a serious matter in view of the urgency of keeping up the supply of foodstuffs. Approximately 400,000 men and 100,000 women had already left the farms before March 23, 1942, when Selective Service was established. As already mentioned, special provisions for stabilizing agriculture formed an important part of the original National Selective Service Regulations when introduced in March, 1942.

At the beginning of the war farm workers had been accorded the same treatment as any one else in regard to postponement for military training. In the spring of 1941 a degree of stabilization was achieved when mobilization boards were asked to grant postponements to farm workers if such postponements were considered necessary to maintain farm production. In the spring of 1942 an order in council was made that amended the National Selective Service Mobilization Regulations by including a provision which gave special consideration to the postponement of essential farm workers, although they might continue to enlist as volunteers where they chose to do so. These amendments also provided that postponements were to be given "until further notice," whereas definite time limits were placed on postponements given to workers in other occupations.

In June, 1942, when the Regulations made it illegal for any man or woman to take a job without the permit of a Selective Service officer, workers taking jobs in agriculture were exempted. Farmers were obliged to remain in agriculture, except under special conditions. For instance, leeway was allowed to accept essential non-farm employment in the off-season: in fact, positive encouragement in this regard has been given. Under the revision of January 19, 1943, farmers might then accept seasonal employment outside an urban municipality for not more than 60 days in any year, but only when such employment would not interfere with agricultural production. For employment of more than 60 days in a year, or if they wished to take employment in an urban municipality, a permit from a Selective Service officer become necessary for any worker from agriculture.

During the autumn of 1942 the first large-scale campaign to enlist farmers for off-season work in other essential industries was launched. Permission to allow men from farms to enter mining and logging employment was granted, but an expiry date ensured their return to agriculture in time for spring work: those abiding by the Regulations continued on postpone-

ment of military training, if already postponed. Even as early as 1941, joint action under agreement was taken by the federal government and some provinces to ensure the availability of workers for agriculture.

In the spring of 1943 farm labour agreements were entered into by the federal government with all the provinces. Supplementary to this federal-farm labour program, extensive plans were made by Selective Service to recruit and place help on the farms in each province, especially to endeavour to provide sources of labour not usually available for this industry. The Minister of Labour was authorized to use prisoners-of-war and conscientious objectors on the farms. Arrangements were made between the Department of Labour and the Department of National Defence to assign soldiers to temporary farm duty during the harvest, and members of the armed forces were given compassionate leave to return to their own or relatives' farms. Long distance movements of farmers and others for harvesting have been a regular feature of farm labour recruitment for harvesting since 1942. Thus men have been moved from Ontario and Quebec to the Prairies, from Saskatchewan to Ontario and women from the Prairies to British Columbia—with the moves made to dovetail harvesting in various areas.

As already noted, in April, 1943, the Minister of Labour announced the first Compulsory Employment (Transfer) Order. It was carefully provided that those with previous farming experience should be directed from other employment to work on farms, if at all suitable.

In order to control the movement of manpower from food production farms to tobacco farms in Ontario, an amendment to the Regulations was made on August 6, 1943, that provided that no male person between the ages of 16 and 65 might enter employment on a flue-cured tobacco farm between July 16 and October 15 in any year without a permit from a Selective Service officer. In 1944 the administration of this provision was greatly extended and strengthened by the establishment of additional Employment and Selective Service offices in the areas of Ontario affected.

Farm Workers for Other Industries

Reference has been made to the fact that in the autumn of 1942 a campaign was conducted to obtain men from the farms for the winter to engage in other essential industries. Similar campaigns have been staged in subsequent autumns. The number of men from the farms obtained each year has been estimated to run well over the 100,000 mark. However, areas where dairying and stock farm-

ing prevail have been omitted from the can-vas, and all precautions possibly have been taken to avoid removing men from winter agricultural employment where a decrease in farm production might be caused by their absence. Logging and pulpwood cutting have benefited heavily from the winter services of farmers, as have also coal and metal mining, heavy steel, meat packing, grain handling, food processing and other essential employments beset with labour shortages. Farm workers on postponement of military training have carried their postponement with them, so long as they observed Selective Service requirements in regard to permits, engaged at approved essential work and returned to agriculture as needed in the late winter or spring.

Meat Packing

In 1943, because of a shortage of feeds, some farmers found it necessary to slaughter many of their cattle to an extent that the meat packing houses became congested. The shortage of manpower, already serious, became acute during the late summer. In October the director of National Selective Service announced that the military call-up of men in the meat packing industry was postponed. The industry had lost 21½ per cent of its manpower to the armed forces up to that time, and the prospects were that during the period from October, 1943, to January, 1944, the processing turnover would reach an all-time high record. In May, 1944, the situation was again critical, and the question of meat packing once more came to the fore. Mobilization boards were asked not to call up packing house employees for military training, and the Department of National Defence agreed to give leave to men who could be spared from the army for this essential work.

Fisheries

As already mentioned, in July, 1943, in order to maintain a normal supply of fish, both fresh and canned, the Regulations were amended to authorize Selective Service officers to order men to work at fishing and fish processing.

Coal Mining

In May, 1943, a proclamation was issued that declared a national emergency to exist in regard to coal supply. Earlier efforts made by National Selective Service, both in regard to the recruiting of experienced coal mine workers and inexperienced labour, and in regard to the return from the armed forces of experienced coal mine workers, had not maintained working forces at the level required to produce the tonnage necessary for Canada at war.

Therefore, when the emergency proclamation was issued, new regulations were adopted to build up working staffs of the coal mines: These were additional to the previous authority to direct anyone who was at the moment out of work to the coal mining industry. The new regulations placed the onus on every employer other than coal miners regardless of his industry:

- (a) to notify his employees of the Regulations and to assist in discovering among his employees any who had previous experience as coal mine workers;
- (b) to report on any coal mine workers in his employ.

For this purpose a "coal mine worker" is described as anyone who, since January 1, 1935, has worked under provincial certificate or licence in or around a coal mine, or who since the same date has been employed for a total of at least 24 months in the production of coal (except at office work). Coal mine workers, working at other than coal mining, were required to disclose their previous experience to their present employers.

Selective Service officers were authorized to require former coal mine workers to report for interview and to accept work at a coal mine. Also, Selective Service officers might require any man in any employment subject to Mobilization Regulations but rejected for military training to accept employment at a coal mine. No coal mine operator may terminate the services of any coal mine worker without the permission of Selective Service, nor may any coal mine worker leave employment at a coal mine without similar permission. Present and future coal mine workers are guaranteed postponement of military training to a future date which has been renewed from time to time; and it was announced that no coal mine worker would be accepted for voluntary enlistment in the armed forces.

It was declared illegal for any employer (except a coal mine operator) to solicit for employment or hire any ex-coal mine worker. Regardless of any federal or provincial law, male persons at least 16 years old, and female persons at least 18 years old, were declared eligible for employment as surface coal mine workers. War emergency training classes were made available for training men for coal mining. Ex-coal miners returning to the industry were promised certain financial compensations, including a board allowance and a guarantee of minimum working time.

Metal Mining

On October 21, 1942, the Minister of Labour announced that special consideration would be given to requests for postponement of military

service for men engaged in base metal mines and in iron and steel foundries. Special efforts were made to retain men in these industries. In Ontario, as the labour shortage became more serious, men were transferred on a voluntary basis from gold mining, and women were recruited for work in nickel and steel plants. The employment of women required the authorization of orders in council under the War Measures Act, since the Ontario Mining Act does not permit women to be employed in or about mines except in a technical, clerical or domestic capacity. Regulations issued under these orders set forth the occupations at which women may be employed and their conditions of work, with steps being taken, in co-operation with the provincial government, to safeguard the welfare of any female employees of the mines.

Longshoremen and Seamen

In order to ensure the regular despatch of the heavy volume of war materials on their way overseas, two orders in council were made in July, 1943, with the purpose of stabilizing the employment of longshoremen in eastern Canadian ports. One order compelled the men to remain in their jobs, and the other established a mobile labour pool for use in emergencies. At the close of navigation on the Great Lakes in 1943 special arrangements were made to control the lay-off of navigation workers in order to make certain that they would be available to return to their work at the opening of navigation the next spring. Similar arrangements were made in 1944.

Recruitment of Women Workers

It will be observed that apart from women being required to observe standard Selective Service procedures in respect of permits to seek and accept employment and in regard to notice of separation, the employment of women has been conducted almost entirely on a voluntary basis. At the time that Selective Service regulations were first adopted in March, 1942, it was recognized that the main reservoir of human power then remaining was made up of woman power. In view of this fact a women's division, under a woman as an associate director of National Selective Service, was one of the first operating divisions of Selective Service to be established. Under the direction of the women's division, numerous voluntary campaigns have been conducted to recruit women for full-time and part-time employment in manufacturing, for hospitals and for a large number of other occupations. In two cases, however, women were required by regulation to register at the local Employment Offices.

In September, 1942, women from 20 to 24 were compulsorily registered, while in March, 1943, all graduate nurses were required to register similarly. All campaigns have been related to other simultaneous endeavours of National Selective Service, and their total effect has been to add very substantially to the numbers of women engaged in gainful occupation, more especially in high priority industries. The general result has been that from the beginning of the war the number of women gainfully occupied has shown an increase of about 400,000—to a total of more than 1,000,000. As an assistance to married women in war plants, Selective Service has aided the provinces of Ontario and Quebec in setting up facilities for the day care of children of working mothers.

Right of Appeal

From the beginning of the National Selective Service Civilian Regulations a right of appeal from any decision, order, direction or ruling made by National Selective Service officers has existed. Originally the appeal lay to the divisional mobilization board. It was recognized, however, that these boards were extremely busy in dealing with mobilization matters, so that in September, 1942, a change was made to have all appeals taken to the courts of referees established under the Unemployment Insurance Act. The number of appeals has gradually increased as more of the compulsory features of the Regulations have been invoked. This has resulted in an increase in the number of courts of referees. The March, 1945, amendments to the Civilian Regulations made changes in the appeal procedure. The amendments removed any existing doubt as to the jurisdiction of the Courts of Referees to hear any type of appeal arising under the Regulations. Also, previously no second appeal was provided for, but a rehearing of a case may now be allowed, where, for example, additional facts are disclosed shortly after the court has reached its first decision.

Co-ordination with the Mobilization Division

In administering the National Selective Service Civilian Regulations several measures have been taken to co-ordinate the work of civilian Selective Service and that of the military call-up. These measures have been chiefly to ensure that Employment and Selective Service offices, when issuing permits for employment, check the applicant's status with relation to the Mobilization Regulations. This has resulted in reports being made to the Mobilization authorities covering persons who had temporarily escaped their notice. J.

this same connection it is of interest to note that the military call-up, originally administered by the Department of National War Services, was transferred to the Department of Labour in December, 1942; the name of the Regulations under which the call-up operates was changed to the National Selective Service Mobilization Regulations. The Regulations, like the civilian, have been administered under the director of National Selective Service, since the date referred to, but by a separate field organization.

Lay-offs

Just as plans have been made to get men and women into essential war production and to retain them in such employment, likewise plans have been made for the reverse movement when their services are no longer required in the production of munitions of war. Procedures have been established to cover lay-offs to ensure that they will be conducted in an orderly fashion and to ensure further, with respect to men, that the first to be

released will be those who are eligible and physically fit for call under Mobilization Regulations.

Advisory Boards and Committees

Throughout the administration of the Regulations the Minister of Labour has had the assistance of a National Selective Service Advisory Board, and later of five regional boards (at Moncton, Montreal, Toronto, Winnipeg and Vancouver) set up in each region of the unemployment insurance administration. In addition the local, regional and national employment advisory committees, established under the Unemployment Insurance Act, have contributed much to the handling of labour supply problems. All of these advisory boards are made up of representative citizens representing labour, employers and the public generally, all of whom give of their time without remuneration and thus help to maintain a democratic spirit in Canada's total mobilization for National Selective Service.

Manpower and the Alcan Highway

The following is a digest based on an original report prepared by Mr. Bruce Ballah for "Manpower Review", an official publication of the United States Department of Labour.

IN 1942, in order to meet the threat of Japanese designs on Alaska, the Canadian government, in agreement with the government of the United States, commenced that undertaking now known as the Alcan Highway. The beginning of the road was at Dawson Creek, B.C., 500 miles from Edmonton, Alberta. The road had to be pushed through mountain and muskeg to Fairbanks, Alaska. The Canadian section of the highway was approximately 1,257 miles.

Fifty-two Canadian and American contractors were given the job, and almost overnight the little town of Dawson Creek mushroomed into a centre of vital importance. Thousands of freight cars carrying road construction outfits poured in from all parts of Canada and the United States.

Because of the heavy pressure of machinery and passengers, the Northern Alberta Railway was forced to extend its facilities. This aggravated the labour situation as it necessitated bringing in more machinery—and more men. The Public Road Administration (U.S.A.) recognizing the urgency of the work, transferred from the Civilian Conservation Corps, over 300 tractors equipped as scrapers and bulldozers, over 1,000 trucks, 125 air compressors, and 200 electric plants and 65 repair shops.

(Mr. Ballah arrived in Dawson Creek in the early summer of 1942, having been sent by the District office of the Unemployment Insurance Commission at Edmonton to establish an Employment Office. Within a few days he had opened a small office in one of the camp buildings. His furniture consisted of an improvised table with nail kegs for seats. This office was also for a time his bedroom.)

Diverse Labour Problems

Mr. Ballah's duties were manifold. One of the greatest problems was trying to satisfy all the contractors' demands for labour. In order to facilitate the distribution of workers in proportion to the demand, he had to take a trip over the highway route about twice a week. In this, he was accompanied by the chief engineer representing the contractors under the Management Contractor—the R. Melville Smith Company. These trips were arranged prior to each train arrival, which at that time was on Mondays and Thursdays. Each time upon returning to Dawson Creek, Mr. Ballah immediately wired the Edmonton office advising them of the labour requirements for the various contractors. In turn, the Edmonton office would wire him the exact number of workers coming into Dawson Creek. In order to get the men out to the projects as soon as possible, each contractor arranged to have a stake-body truck meet the train and convey them to their place of work.

Labour problems were numerous. One of the hardest to solve was the adjustment of men straight from home to a foreign environment. Often they became homesick, with the consequence that it took tact and diplomacy to get them to remain on the job. On the other hand, there was the more experienced type of worker used to "the Fresno days" who fitted right into the work. Then, of course, there were the young school lads, eager and full of vim, who considered it a grand adventure and imagined they could become experienced operators, cooks and truck drivers over night. These, however, did not constitute a very serious problem.

For the first few months Mr. Ballah did not have an assistant and quite often he worked twenty-four hours a day. Later, however, he secured the services of two female assistants—a clerk and a stenographer.

Selective Service Introduced

In September, 1942, Canada inaugurated National Selective Service with the consequence that heavier duties were imposed upon the Employment Offices. Up until this time, the Dawson Creek office was operating as a sub-office of Edmonton. In October, 1942, it was made an entirely separate office.

Gradually the highway began to take shape. As the work progressed, it was decided to put on an all-night shift. Crews began working from 12 to 18 hours a day. The highway had to be completed on schedule. This, naturally, meant that the small staff at the Employment Office had to double its efforts in order to obtain the required labour.

It was about this time that the United States Army placed an order for 125 skilled mechanics, machinists, welders, and other qualified workers. They were wanted immediately, but as skilled men were in heavy demand all over Canada, they were difficult to obtain. The army authorities granted the Employment Office three days, to secure the required workers. Head Office was requested by wire to establish a top priority for these types of tradesmen. This was granted, but it means taking skilled workers out of munitions plants, aircraft factories and other essential war industries.

This introduction of civilian workers led to a serious difficulty. Army men were working in the same shop doing the same sort of work as the highly paid civilian, only doing it at army rates of pay. Unfortunately, there was no way of solving this problem.

During the latter part of October, a male clerk was added to the staff of the Employment Office. This made it possible to do more effective employer-relations work. Keeping a

friendly relationship between employer and employee meant many extra hours of hard work, but it assisted greatly to "man the job and keep the man on the job".

October brought cold, wet weather with heavy rains. The earth turned to gumbo, and machines and trucks became stuck. This created another serious problem as the base camp could only accommodate about 100 men, and 400 had to be fed. To accomplish this, three sittings were arranged for each meal. To complicate matters, the entire cook-staff threatened to quit, but tactful action by the Employment Office corrected this difficulty.

With the coming of winter temperatures ranged from 60 to 70 degrees below zero. In order to keep the machines and trucks operating, fires had to be built under them to thaw out the ice.

Even inside, work was uncomfortable. Practically all that winter the office staff worked in their overcoats.

With the coming of spring, more and more workers, both male and female, poured into Dawson Creek, and with this increased activity came increased labour problems. Men who had served six months or more began to grow restless and wanted to go home. Some became discontented working with certain contractors, others failed to get along with their fellow-workers. The majority of these cases had nothing to do with an Employment Office, but the staff did its best to adjust such difficulties.

The contractors now had to disband their southern camps and move hundreds of miles north to "new section". This was quite a feat as there was only an old army tote-road upon which to travel. In addition, there were floods, flies and mosquitoes to add to the discomfort.

Dawson Creek at this time began taking on the appearance of a typical frontier town. Cafes, which had increased in number from three to twenty, were packed to capacity. Often the doors had to be locked to prevent overcrowding. Prices asked for meals became exorbitant.

Just about this time, heavy rains caused a very serious flood in the Muska River area. The water rose over forty feet, destroyed a 500-foot bridge, washed out the highway and sent machinery whirling down stream for many miles.

Spring gave way to summer, and the Employment Office staff of four had now handled over five thousand workers. During the month of August, workers were pouring in at an average of 200 a day. This meant that the staff had to work at full pressure. However, despite the long hours with no extra remuneration,

neration, the staff carried on without complaining. It was quite evident that they had the interest of the job at heart. By the end of that month the office had handled a total of over 12,000 workers.

Construction Work Curtailed

September saw a slackening of recruiting due to a change in policy of construction routes. This was attributed to the improved situation in the Aleutians. At this time, the Public Roads Administration issued instructions that all construction must be curtailed and preparations made to withdraw by November 15, 1943. This, unfortunately, had a bad effect on the workers as they immediately wished to quit. There was only one solution—and that was to “freeze” them on the job.

Naturally this was strongly opposed and many delegations of protesting workers came to the Employment Office. It was pointed out to them that the employers had been pretty generous, and now, when they were needed most, they just couldn't walk out and leave them. This process of reasoning succeeded in settling the difficulty.

By this time, the U.S. Engineers' Division was making arrangements to carry on the highway after the departure of the contractors. Workers wishing to remain could do so by notifying their camp superintendents.

The final move was the bringing out of the contractors' equipment. It looked like the return of 1942, with the highway clogged day and night with traffic. This was an excellent test for the highway. There were concentrated loads weighing up to sixty tons of floats.

In December, Mr. Ballah made a round trip of about 1,800 miles on the highway. All along the route camps were being vacated.

The problem of retaining the 1,200 workers for maintenance and administrative staff was one of great concern and called for many hours of work and planning by the staff of the Employment Office, as it meant there had to be a guarantee of the same working conditions as were in effect during the construction period. The guarantee was for two months, and in March, 1944, working hours and rates of pay were placed on a maintenance basis. As this meant a reduction in wages, it became quite a problem to hold the men. Only a comparatively small staff has been retained on the highway.

Mr. Ballah paid tribute to the splendid cooperation received from the United States government in the performance of this great task. This helped greatly in strengthening friendly relations between the American and Canadian workers.

Good Work Recognized

Thus concludes the record of a remarkable achievement. Mr. Ballah, in recognition of his outstanding service in this difficult employment duty, was awarded a scroll of honour by the government of the United States.

Mr. Ballah entered the public service with the Alberta government as a junior clerk in the Labour Department in 1926. In 1935, he was transferred to the provincial employment service as a junior interviewer. In 1941, when the federal government took over the employment service, Mr. Ballah continued in that position until he was transferred to Dawson Creek.

Legislative Proposals of Labour Organizations

DURING the month of April three major Canadian labour organizations submitted proposals for legislative action to the Dominion Government. Briefs dealing primarily with wartime legislation and with matters affecting post-war labour and employment conditions

were presented by the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour. A summary of the proposals follows:

Trades and Labour Congress of Canada

A DEPUTATION from the Trades and Labour Congress of Canada had its annual interview with Dominion Cabinet Ministers on April 23, in the Railway Committee Room of the House of Commons at Ottawa. In the absence of Prime Minister King, who was in San Francisco as head of the Canadian delegation to the World Security Conference, Hon. J. L. Ilsley, Acting Prime Minister, presided at the meeting. Other members of the Cabinet present were: Hon. Humphrey Mitchell, Minister of Labour; Hon. C. D. Howe, Minister of Reconstruction; Hon. Lionel Chevrier, Minister of Transport; Hon. A. G. L. McNaughton, Minister of National Defence; and Hon. Ernest Bertrand, Minister of Fisheries.

The memorandum of labour proposals was read by Mr. Percy Bengough, President of the Trades and Labour Congress of Canada. At the outset, the memorandum quoted a resolution passed at the Annual Convention of the Congress in October, 1944, the purport of which was a restatement of the pledge that there would be no strikes for the duration of the war emergency and that the Congress would continue to co-operate fully in the production of war supplies.

Wartime Labour Relations Regulations

While admitting that at the time of its introduction, P.C. 1003 was accepted as good legislation, it was claimed in the memorandum that recent rulings under the Order had revealed certain weaknesses and shortcomings which should be corrected. Objections were expressed specifically to the regulation "that certification will not be granted unless 51 per cent of the total number of employees have voted for the union" instead of "51 per cent of the votes cast". It was claimed that the latter is the procedure followed in all democratic elections and it was not anticipated that the Board would exclude employees "from coming under the Act as the result of

a legal, but not practical interpretation of 'persons employed in a confidential capacity'".

In the second place, it was the "considered opinion" of the Congress that "the Board as presently constituted is comprised of too many members". It was claimed that, as a result, it is unwieldy in operation and, in many cases, too much time elapsed before decisions were rendered. "To a marked degree", it was asserted, "the intent of the Act has been defeated by the interpretations advanced by company lawyers and accepted by a majority of the Board".

"To offset this growing tendency", it was suggested in the memorandum that a return be made to "the procedure previously followed in the Industrial Disputes Investigation Act" which, it was asserted, kept the investigations on a more practical plane, instead of the involved legalities and "muddled up procedure that has now developed".

A further criticism was offered with respect to P.C. 1003 in that instead of acting as "a deterrent to the operation of company unions. . . the very opposite has been the result. To eliminate this iniquity, we request that the Act be amended in a manner that will definitely prohibit company unions". It was also requested that the Act be amended to require all employees of the employer, or association of employers, to be members of a specified organization of employees. Then too, it was held that provision should be made for amending existing agreements either by negotiations, or through officers of the Department of Labour or a Board of Conciliation, following the serving of notice to revise specified clauses, rather than to involve termination of the entire agreement. Other amendments urged were the inclusion of employees of naval dockyards and similar Government services in the Order 1003 and that "the union shall be recognized and certified as the bargaining agency instead of the present procedure of naming individuals".

Wartime Wages Control Order

The Congress recognized the need of controls during wartime and that these could not be applied without causing some dissatisfaction. However, it was held that much dissatisfaction could be avoided if the Regional Boards and the National War Labour Board would speed-up their procedure and avoid unnecessary delays in arriving at their decisions. It was held that "a particularly bad feature in regard to this legislation is that all appeals from decisions of the Regional War Labour Boards have to be heard in the City of Ottawa". This was considered unfair to employees who were often not in as favourable a position as employers to meet the expense involved in employing counsel or in coming long distances to appear before the National Board. Periodic sittings of the National Board in all the provinces were suggested as a corrective.

Other amendments suggested in the Wartime Wages Control Order were: (1) that all three members of the Board be required to constitute a quorum; (2) that all meetings of the National and Regional War Labour Boards be open to the public; (3) that where the decisions of the National or Regional War Labour Boards are not unanimous majority and minority reports must be submitted; (4) that Section 23 be modified to permit an employer, without a direction from the National Board to increase a wage rate to an employee to the minimum wage rate established by provincial minimum wage legislation if such minimum rate is not in excess of fifty cents an hour, instead of thirty-five cents an hour as stipulated in the original order.

National Selective Service

The memorandum favoured the abolition of National Selective Service at the conclusion of hostilities, its functions to be taken over by the Dominion Employment Service. It suggested, further, that an agency be established, on which labour would have equal representation with employers, for the purpose of directing the withdrawal of controls as conditions and circumstances warranted it.

National Housing Act

The Congress complimented the Government for its efforts to improve housing. It recommended, however, that (1) "the National Housing Act be removed from the control of private banks and mortgage corporations and all loans made direct through a Government agency such as the Bank of Canada"; (2) the Government assume a larger share in the cost

of slum clearance; and (3) provide an adequate building code to prevent "jerry building" and thus insure "the erection of decent and modern homes".

Health Insurance

The memorandum drew attention to the recommendations made by the T. and L.C. to the select committee of the House of Commons in May, 1943, with respect to a national health scheme and suggested "that the time is long overdue for legislation of this nature". In view of the unwillingness of the provinces to surrender control in health matters, the Congress, while preferring a uniform plan covering the whole Dominion, concurred in the Federal Government's program of "Dominion grants-in-aid to the province for Public Health Insurance Acts". However, it was urged that there was need for a closer tie-up between unemployment insurance benefit and sick benefit, and "that any scheme of health insurance should include cash benefits to take care of time lost on account of illness". It was further urged that the coverage should include medical, dental, hospital and nursing benefits etc., and be available to all citizens, men, women and children.

Post-War Rehabilitation

The findings of a standing committee of the Trades and Labour Congress on Post-war Rehabilitation and Reconstruction were submitted with the memorandum. In its assurances were asked that the provisions of the Atlantic Charter would be fulfilled. The necessity of poverty was deprecated as intolerable in a modern civilization, and it was asserted that wages must be maintained at the highest possible level if we are to maintain purchasing power and develop our home markets. It was recommended further, among other things, that "no employed person in Canada under present conditions shall receive less in wages than an aggregate sum of \$1,500 a year"; the establishment of "a maximum forty hour work week in all branches of industry with the ultimate adoption of the six hour work day and five day work week with no reduction in earnings and provision for a further reduction in hours, if necessary, *without loss of income* to overcome possible periods of unemployment. . ."; two weeks holidays with pay with means of transportation to health and natural recreation centres at a minimum of cost; the raising of the school leaving age to at least 16 years and provision for free continuation courses up to and including universities; a more equitable and liberal system of old age pensions to commence at age 60;

the setting up of a National Planning Commission upon which labour would be equally represented to undertake the preparation of a national plan for post-war employment; legislation dissolving industrial cartels and monopolies; increasing unemployment insurance benefits to two-thirds of the workers' wages, or the adoption of the principle of granting workers subsistence allowances during any layoff periods; the provision of long term loans to countries that have been devastated by war so as to enlarge our export market; obtaining guarantees from purchasers of wartime Crown plants that the plants and machinery shall be put into operation "without undue delay for full scale civilian production"; and wherever possible and workable, "Government-owned plants, such as the Sarnia Synthetic Rubber plant, should be controlled and operated under a joint labour-management committee".

Shipping

Mr. Bengough suggested that Canada "does not stand high" in the matter of implementing conventions of the I.L.O., admittedly because of the decentralization of authority under the Canadian constitution. However, he argued that as Maritime shipping was under Federal control, the War Services Gratuities Act should be amended so as to include merchant seamen.

The memorandum urged further, that the Canada Shipping Act be amended to incorporate conventions and recommendations of the I.L.O., as follows:

- (a) Draft convention of hours of work and manning of ships.
- (b) Draft convention on individual liability of the ship owner in the case of sickness, injury or death of seamen.
- (c) Draft convention on sickness insurance for seamen.
- (d) Draft convention on minimum professional capacity for Masters and Watch-keeping officers on merchant ships.
- (e) Draft convention on holidays with pay for seamen.
- (f) Draft convention on minimum age for admission to work at sea.
- (g) Draft recommendation applying the terms of the draft convention on hours and manning to ships not covered by the draft convention, e.g., coastal, and inland water ships.
- (h) Draft recommendations on seamen's welfare in Ports.

Other Suggestions

Other matters touched upon in the memorandum were: (1) A nation wide apprenticeship system under a tripartite supervision of

Government, Labour and Industry was advocated; (2) Free transportation of enlisted men at regular intervals and more generous clothing allowances upon demobilization were urged; (3) The Government was requested to enact legislation to bring firemen who volunteered for overseas service under the War Service Gratuities Act; (4) Larger appropriations were favoured as an encouragement to industrial research; (5) Extension of Government efforts to have labour-management committees established in all industries in which the majority of the organized employees express a desire for such joint co-operation; (6) It was held that it should be made Government policy in placing contracts or orders for work that preference at all times be given to those employers who have labour agreements with their employees, and those who employ union workers and observe union conditions; (7) While complimenting the Government for including labour representatives on certain Administrative Boards and Crown companies it was urged that the policy be expanded to include all such Boards or companies; (8) Revision of Canada's Immigration Act was asked for so as to admit a greater number of immigrants, so long as such a policy in no way adversely affects living standards or the welfare of Canada's present population; (9) An extension of the franchise was suggested for all citizens over 18 years of age; (10) The principle of equal pay for equal work was invoked for all employees; (11) Adequate pensions and earlier retirement for railway workers were advocated; (12) An amendment to the Income War Tax Act was requested, raising the exemption to \$2,400 a year for married persons and \$1,000 a year for single persons. Objection was taken to the taxation of public utilities where such utilities are publicly owned and controlled; (13) The Government was asked to consider the re-establishment of standard time during the winter months.

Mr. J. A. Sullivan

Mr. J. A. Sullivan, Secretary-Treasurer of the Trades and Labour Congress commented on points raised in the memorandum. He asserted that delays in decisions of the National War Labour Board were causing unrest throughout the country and declared that some of the decisions when rendered were unsatisfactory. He asked that the Government co-operate in correcting the "deficiencies" of P.C. 9384 without further delay, if serious repercussions were to be avoided.

Turning to the Labour Code, P.C. 1003, he objected to the procedure in the Marconi case where the Board declined to accept jurisdic-

tion "although 90 per cent of the workers were engaged in war production". (The text of this decision is given in full on page 669 of this issue.) He felt that co-operation on the part of the Government in effecting the necessary changes in these two orders would be of assistance to unions in their desire to promote industrial harmony.

Reply of Minister of Labour

In his reply to the delegation Honourable Humphrey Mitchell, Minister of Labour, pointed out that collective bargaining was normally carried out under the British North America Act and that P.C. 1003, was originally drawn up and presented to the provinces for suggestions. Some 170 such suggestions were received and so far as possible P.C. 1003 was drafted to conform with these. The Minister was of the opinion that the filing of briefs should usually be sufficient in appeal cases, without reference to legal talent. He said that he had been unsuccessful in arranging a Dominion-Provincial conference on labour problems during March as some of the provincial governments were busy with their sessional duties and others were preparing for appeals to the electors. He stated that the War Labour Boards had handled many thousands of cases and it was perhaps inevitable that some anomalies would occur.

He agreed "one hundred per cent" with the deputation in the matter of National Selective Service Regulations. "They were necessary in wartime, but the quicker we get back to the civilian code after the war the better", he said. Continuing, he asserted that there was never any intention that Family Allowances should be considered as a supplement for wages and that the present Government was the first to establish the principle of holidays with pay. This principle was becoming increasingly established and some 900,000 workers were now benefiting as a result. He thought that the Government had been reasonably successful in the establishment of labour-management committees. Notable progress in this regard had been made in the construction industry.

With respect to immigration Mr. Mitchell gave as his personal opinion that "we must fill up our empty spaces or we will lose them". He cited the example of the United States where a generous policy with respect to immigration in the past had proven a source of great strength in time of war in its mass production achievement.

In the matter of apprenticeship he pointed out that eight of the nine provinces have entered agreements with the Federal Government with a view to setting up substantially uniform legislation.

Concluding his comments, Mr. Mitchell complimented the Congress on its memorandum and promised that it would be given careful consideration. He asserted that the Government had set up machinery, which he felt would prevent inflation and economic breakdown such as occurred following the First World War, "providing the Government has the co-operation of all classes of our people".

Hon. C. D. Howe

Honourable C. D. Howe, Minister of Reconstruction, asserted that he was "struck with the deputation's common-sense approach to immigration". There was, he asserted, a shortage of unskilled labour in Canada which judicious immigration would help to correct. He referred to "the tremendous back log of work—I can't see any shortage for months to come", he declared. Cancellation of wartime contracts had not been in excess of 35 per cent, he continued and "by many devices set out in the Government's White Paper, we should carry over the reconstruction period and absorb the men returning from overseas". Mr. Howe concluded by saying that labour would have its share in solving reconstruction problems as they arose from month to month.

Hon. J. L. Ilesley

Honourable J. L. Ilesley, Acting Prime Minister and Chairman of the Conference, promised that the petitions of the deputation would be given the careful and respectful attention of the Ministers concerned. He stated that "for at least a year the Government had given close study to the problems of employment with the emphasis on high employment" as was evidenced by the White Paper which had been issued early in April. He declared that such employment at high wages implied a stable economy. However, he affirmed, "price control is not possible without a considerable degree of wage control", and these controls will be necessary to retain stability after the war. He enumerated three factors entering into the employment picture: (1) the degree of stability already established; (2) the fact that the war is ending in stages; (3) increase in productive capacity—"know how" in industry, improvement in management and in the skill of workers.

Mr. Bengough in his concluding remarks asserted that the workers appreciated the fact that the Government had been in control during an extremely difficult period and that, on the whole "its batting average has been high".

Canadian Congress of Labour

REQUESTS pertaining to post-war planning, the Labour Code and wage control were prominent in the memorandum of legislative proposals submitted to the Dominion Government by the Canadian Congress of Labour in the Railway Committee Room of the House of Commons on April 24. The delegation was headed by Mr. A. R. Mosher, President of the Congress, and included members of the Congress executive and representatives of various affiliated unions.

Receiving the delegation were the Hon. J. L. Ilsley, Acting Prime Minister; Hon. Humphrey Mitchell, Minister of Labour; Hon. Ernest Bertrand, Minister of Fisheries, Hon. Brooke Claxton, Minister of National Health and Welfare; Hon. A. G. L. McNaughton, Minister of National Defence; and Hon. Lionel Chevrier, Minister of Transport.

Mr. Mosher expressed his regret at the absence of the Prime Minister but wished for him wisdom and strength as leader of the Canadian delegation to the United Nations Conference at San Francisco.

The memorandum was read by Mr. Pat Conroy, Secretary of the Congress.

Foreign Policy

Opening with proposals on Canada's foreign policy, the brief urged the desirability of Canada playing a full part in promoting international co-operation for the establishment and maintenance of peace, and recommended that Canada join the Pan-American Union and enter into an agreement with the U.S.S.R. Hoping for the success of the San Francisco Conference, the Congress pointed out that Canada had become through its war effort the leader of the small nations, and "warmly commended the attitude and the opinions expressed by the Prime Minister" recently in the House of Commons as to Canada's responsibilities in this connection.

Post-War Planning

Referring to the White Paper on *Employment and Income* presented to Parliament recently by the Minister of Reconstruction, (see p. 616) the Congress expressed the view that although it represented a "certain measure of progress", the program outlined was "far from adequate to meet the situation which will arise after the war is won".

The Congress requested that the Government give careful consideration to the resolution on post-war planning adopted at its convention last October (L.G., Nov., 1944, p.

1426). This resolution asserts the "fundamental right of every Canadian worker" to a job at good wages, a decent home, adequate medical care, social security, and education; and asks for

(1) full representation of labour on all planning commissions;

(2) the establishment in all industries of industrial councils composed of representatives of labour, industry and Government to plan and administer the reconversion program;

(3) lay-off pay in war plants;

(4) planning for the re-absorption in peacetime employment of war workers and service men and women, with provision if necessary for a drastic reduction in hours of work, with no reduction in total earnings;

(5) release by the Government of materials for peacetime production as war conditions permit, and reconversion of plants no longer needed for war purposes;

(6) education, training, and guidance for returned men and women.

The resolution asks the Government, in carrying out the program, to "encourage and expand the principles of social ownership", retain whatever controls are necessary during the transition period, give preference to companies operating under union agreements when awarding contracts, and amend the B.N.A. Act where necessary to ensure the enactment of the proposals.

Veterans' Seniority

The brief made reference to seniority for ex-members of the armed forces in the following terms:

The Congress wishes the Government to know that it has adopted a policy with respect to seniority for veterans who return to their previous employment, as well as for those who will enter industry for the first time, the general principle being that service in the armed forces will be regarded as equivalent for seniority purposes to service in the plant or industry in which the veteran is or becomes employed.

In this connection, however, the Congress is strongly of the opinion that the displacement of civilian workers by veterans will not solve either the individual or the national problems involved, and that the solution must be found in the provision of full employment for every citizen who is able and willing to work.

The brief added that the Government "must recognize that its primary obligation in the post-war period is to ensure employment, no matter what obstacles may stand in the way".

Labour Code

The brief dealt in detail with the Wartime Labour Relations Regulations, P.C. 1003, setting forth the Congress proposals in the form of a series of specific amendments suggested for various sections of the Regulations.

The memorandum stated that the adoption of the Regulations in February, 1944, and the establishment of the National and Regional Labour Relations Boards, "represented a considerable forward step in labour relations in Canada", but that experience had brought out a number of defects.

The following were among the changes proposed:

(1) procedure for the certification of unions instead of individuals as bargaining agencies;

(2) provision that in a union representation vote, a majority of the employees participating in the vote shall be sufficient to constitute the decision, providing that a majority of the eligible employees actually participate;

(3) the outlawing of company unions;

(4) provision that the Board may order the inclusion in agreements of union security clauses such as maintenance of membership, union shop or closed shop;

(5) provision that an employer be required to institute the check-off of union dues upon request from a union representing the majority of the employees, and upon the written authorization of individual employees;

(6) hastening of the procedure under which Boards of Conciliation are established;

(7) provision that the grievance procedure required to be inserted in an agreement under the present terms of the Regulations be extended so as to cover all grievances and not merely those arising out of misinterpretation or violation of the agreement.

In support of its request that provision be made for union security, the Congress declared:

There has been an increasing recognition by employers and governments that, if labour unions are to perform their utmost service in the interests of the workers, the industry concerned, and the public, they must be afforded such measures of security and stability as will enable them to function effectively.

It is noted that, when a worker obtains employment in an organized industry, he accepts the wages and working conditions which have been established by agreement between the employer and the representatives of the employees. If such conditions include a requirement that employees eligible for membership in the union must become members of the union as a condition of employment, this requirement is in no way different from any other condition, and there is complete justification for its application to every

employee. The same principle applies equally to employment in an industrial undertaking which is operated by a Crown Company or other government body.

The Congress asserted its belief that on the whole the National Board had administered and interpreted the Regulations in a commendable manner. Certain decisions were considered unsatisfactory but this difficulty could be overcome if the proposed amendments to the Regulations were adopted.

It was suggested that the Order in Council as amended might form the basis of a permanent labour code, with provincial legislatures passing concurring legislation and the Government taking steps to have the B.N.A. Act amended if necessary.

Wage Control

The Congress strongly recommended that the Wage Control Order, P.C. 9384, be amended "so as to lessen the virtual prohibition against wage increases". It was felt that the Order should be changed so as to permit the raising of sub-standard wage-levels, and the approval of wage-increases "where it can be shown that, either on an absolute or a comparative basis, the present wage-levels are too low".

The interpretation and administration of the Order by the National War Labour Board were also criticized. Applications for wages increases were "almost invariably" dismissed; and in some decisions there had been not only an inadequate consideration of the facts presented, but also a failure to recognize both general and specific conditions affecting the desirability of granting wage increases. Accordingly the Congress requested that the personnel of the Board be changed.

The memorandum stated however that there was "no objection to the principle of wage control to the extent that is required to prevent inflation", and congratulated the Government on the success of its price control policy.

Other Recommendations

Other recommendations of the Congress included the following:

Greater representation of labour on government bodies, including the Wartime Prices and Trade Board, and crown companies and other bodies associated with the Department of Munitions and Supplies.

Continuation of labour-management production committees into the post-war period.

That the Federal Government, by agreement with the provinces, undertake a greater part in the field of education, and make available financial assistance towards the raising of standards.

That the Government ensure consideration

of I.L.O. conventions and recommendations by provincial governments, and report subsequent action to the I.L.O.

Inclusion in national health legislation of provision for cash benefits to maintain income during interruption of earning power on account of illness; emphasis on preventive work; construction of new medical schools, urban and rural hospitals, sanatoriums, and homes for incurables; and representation of the public on administration boards.

An immigration policy looking to the development of new sections of Canada but co-ordinated with an adequate employment policy.

Increase in old age pensions; decrease of eligible age to 60 for all workers and to 55 for workers in heavy industry; abolition of means test and payment of pensions as of right.

Approving family allowances, provided they do not take the place of adequate wage levels.

Approving the appointment of a Royal Commission on Coal, as a step towards the establishment of a National Fuel Council.

Regretting that the National Housing Act failed to implement the Curtis Report on Housing as regards the provisions of low-rent housing for wage-earners; urging that the Government take action in this respect through subsidies so as to provide decent housing for the lower third-income group.

Opposing the taxation of surpluses of co-operatives and urging that co-operatives be protected against discrimination and encouraged in every possible way.

Control of all forms of transport by the Board of Transport Commissioners of Canada;

Maintenance of shipbuilding and repairing facilities;

Government ownership and operation of the Merchant Marine;

Adoption of the Hare system of proportional representation in Federal and provincial elections, with a single transferable vote in multi-member constituencies;

Reduction of the voting age to 18;

Revision of the Unemployment Insurance Act to provide insurance for all workers, regardless of income; payment from the first day and for the full period of unemployment, and an increase of benefits sufficient to maintain standards of health and decency;

Government ownership and control of all radio broadcasting;

The establishment of port facilities at Sydney and a bridge or causeway at the Strait of Canso;

Enactment of legislation which would penalize racial discrimination.

Mr. Pat Conroy

Supplementing the brief, Mr. Pat Conroy, speaking on the proposed amendments to the Labour Code, stated that the Congress was fully aware that these must proceed along the customary channels of consultation with provincial governments, but stressed the urgency of action in the matter.

He regarded vacations with pay as a stabilizing factor for the post-war period, declaring that they were a "moral right in full time industry" and "an economic right in seasonal industries". He further observed that "the time had arrived for the recognition of a

balanced existence" both for the white-collar and overall workers as a benefit to industry as well as to the employee.

In reference to the Congress' request for the establishment of industrial councils, he stated that this was particularly urgent and that the job of placing hundreds of thousands of war workers could not be done by industry and labour alone and that the Government should institute action to effect a constructive solution to the problem. He declared: "It is no exaggeration to say that many thousands of workers are literally afraid of what will happen in the post-war world". He considered that it would give a big lift to morale "if it can be shown that the whole nation is working on this problem".

He complained of "delays in setting up of Boards of Conciliation and of the time taken in the rendering of decisions".

Reply of Minister of Labour

Replying to the representations, the Hon. Humphrey Mitchell, Minister of Labour, first complimented the delegation on the able manner in which the brief was drafted.

Regarding complaints of delays in conciliation procedure, he was of the opinion that there had been a considerable acceleration in this matter, and he deprecated "a growing tendency to negotiate agreements on a legal basis". "A trade union document", he declared, "is a human document, based on conciliation and should be understood by the humblest worker in the land".

Referring to the Labour Code, he emphasized that its establishment involved the securing of agreement by provincial governments on the basic principle of the right to organize. Admitting that in its experimental stage some of its provisions were not operating as well as they might, he regarded the measure "as a revolutionary step in labour relations". The Minister intimated that he has been endeavouring to arrange a conference with the provinces on the matter of the code and also on minimum wages but that the meeting had had to be postponed for various reasons.

Dealing with post-war employment, he considered that "that is a challenge not to be entirely laid on the door-step of the Government", but is also a matter upon which employers' and employees' organizations should work together. Continuing the Minister observed: "We have as good a plan on paper for the post-war period as any country. The employees and the employers and farmers, and the government, have excelled in the development of our industrial structure of to-day. Since the outbreak of war we have made more progress in social legislation than in any period of our history".

He cautioned against the dangers of inflation and pointed to the aftermath of the last war when inflation was rampant.

On family allowances, the Minister reiterated that these "were never intended as a substitute for wages in this country".

Discussing rehabilitation of the fighting services, he considered that Canada had the best program of any of the United Nations.

Mr. A. R. Mosher

Mr. A. R. Mosher was critical of the delays in regard to National War Labour Board decisions. "In some decisions", he declared "the Board showed it did not know what it was all about". He insisted some change should be made to remedy this condition.

He stated that the Labour Code at the time it was passed represented a long stride forward, but "that weaknesses had developed in administration". He considered that discontent had developed because "some provinces had not passed enabling legislation and yet interpreted the code in a narrow way". He urged an amendment making it clear that the code be applicable to all war industries.

Regarding union security, he stated: "We feel that a lead would be given to employers and employees if the Government adopted a broader policy in regard to crown companies. It would put labour relations on a friendlier basis".

Minister of Reconstruction

The Minister of Reconstruction, Hon. C. D. Howe, took the position that post-war problems "are not capable of solution by any one body", and added: "The Government has laid down a blue print predicated on Government and industry and labour working together to provide a high level of employment. I know of no country better able to carry out such plans. Our people have been taught new skills, business has increased its productivity, and we have maintained a price standard enabling Canada to compete with other countries".

Dealing with union security in crown plants, he stated that the Crown as an employer is in a different position from a private company. "If we believe that the Crown cannot treat its employees fairly we are taking a very dark view."

In regard to post-war planning he referred the Congress to the Government's White Paper. As factors influencing the situation, he pointed out that the transition to peace time production would not be abrupt. The Japanese war would continue and would require the production of Canadian war materials. The cutback, he estimated, would not be more than 35 per cent and could well be filled by production for civilian use. "There will be plenty of work to be done in this country and the world", concluded Mr. Howe.

Hon. J. L. Ilesley

Hon. J. L. Ilesley, Acting Prime Minister, and Minister of Finance, informed the delegation that no subject had occupied the attention of the Government to such a great extent as the maintenance of what is called "full" employment. He remarked that since there must of necessity be a movement from industry to industry, he preferred the use of the phrase "high" employment.

After indicating the purpose of controls in the economic structure, he asserted that "this economic stabilization made it possible for Canada to make a smooth transition to peace economy. We have tried to keep our economy so that we won't price ourselves out of foreign markets", he added, pointing out that Canada depends on foreign trade to a greater extent than the United States and most other countries.

He asked the delegation to be "charitable" toward delays in the implementation of policy, emphasizing the ordeal of the last six years and its effect on the problems of administration. He promised that the questions raised would receive consideration from the Ministers of the Departments concerned.

Canadian and Catholic Confederation of Labour

THE Canadian and Catholic Confederation of Labour made its annual presentation of legislative proposals to the Federal Government on April 18. Heading the executive of the Confederation were Mr. Alfred Charpentier, president, and Mr. Gerard Picard, secretary.

The delegation was received by the Hon. J. L. Ilesley, Acting Prime Minister, Hon. Humphrey Mitchell, Minister of Labour, Hon.

Louis S. St. Laurent, Minister of Justice, and Hon. A. G. L. McNaughton, Minister of National Defence.

The brief, which was read by Mr. Picard, opened with a reference to the "program of social security that democracies must realize after the war, if they want to assure to the working people the necessary minimum of welfare in an atmosphere of true liberty."

The Confederation was of the opinion that a Dominion-Provincial Conference should be convened to settle the matter of jurisdictions and to pave the way for concurrent legislation.

Wage Control

The brief asserted that the Wage Control Order, P.C. 9384, seemed to be "more and more restrictively interpreted," and that Boards were "laying the stress less upon the injustices and inequalities to be rectified than upon the stabilization of prices at their present level." It declared that the Order should be more flexible in application.

In regard to the Dominion-Provincial Minimum Wage Conference that had been planned by the Minister, the Confederation hoped that this would result in a rise "to reasonable levels" of the "very low wage rates," and expressed the opinion that "all wages lower than 60 cents per hour could be discussed without running into comparisons, but simply in consideration of the fact that this minimum is necessary to insure a minimum welfare to any unskilled adult worker." The brief added that the employer could "show evidence of his inability to pay, if that is so, and it would be the only proof admitted for any schedule in which basic wages would be less than 60 cents per hour for unskilled labour."

The brief complained of delays in the settling of cases appealed from the Regional to the National Boards.

It was asked that Boards should be authorized to approve vacation plans of one week with pay after one year's service and two weeks with pay after five years.

Labour Code

Dealing with the Labour Code (P.C. 1003) the brief stated that the CCCL was in favour of compulsory collective bargaining, but would not admit federal jurisdiction in the field of industrial relations except "within the limits allowed by the Constitution and for the war-time period only," although "later on concurrent legislation might be accepted."

Referring specifically to the Code, the brief urged:

(1) Compulsory registration of every labour union and employers' association prior to a request for certification;

(2) Certification of a union rather than of bargaining representatives;

(3) Recognition of an employee as a union member only if the membership card has been signed, dues paid for three months, and initiation fee if any paid;

(4) Prohibition of strikes in the public services "provided the Labour Code includes provisions relating to the different angles of

union security, and that a National Board is established to act as a Tribunal of Appeal of Arbitration Board findings";

(5) Similar provisions in private industry, whenever mutually agreed upon.

National Selective Service

The brief admitted the usefulness of National Selective Service in wartime, but made a number of suggestions for modification of the Regulations, including repeal of rules regarding designated establishments (though retaining the 7-days' notice principle), and greater restrictions on the employer in the matter of unjustified dismissals of employees.

Unemployment Insurance

The CCCL reiterated its desire for the repeal of P.C. 7994, September 4, 1942, so that unemployment insurance might be administered by a Commission representing the Government, employers and employees.

Appointment of a greater number of insurance officers was considered particularly urgent, including officers for Quebec City, the Saguenay region, Three Rivers, Sherbrooke and Rimouski.

In regard to insurance books, the CCCL recommended that:

(a) The commission should give a receipt stating the amount of stamps included in the former book, when it is giving a new book;

(b) The employer should have the book verified and signed by the employee before returning it to the commission.

It was suggested that since the Fund was in good standing the schedule of benefits should be raised 18 per cent, in proportion to the increase in the cost of living since the beginning of the war.

It was asked also that the coverage of the Act be extended, and that free legal assistance be granted employees in the case of appeals to courts of referees or to the Umpire.

Other Recommendations

The following were among the other proposals outlined in the brief:

That family allowances be not allowed to substitute for decent minimum wages; that there be no decreasing rates from the fifth child; and that the allowance be exempt from taxation.

That Ottawa and the Provinces work out by concurrent legislation a satisfactory system of health insurance.

That old age pensions be increased and the age of eligibility lowered.

That more bilingual officers be appointed to high positions in the Departments of Labour, Veterans Affairs, Reconstruction, and Social Welfare.

That the tax exemption for bachelors be raised to \$800, and for married persons to \$1,600; that no tax be deducted on the amount allowed for vacations with pay; and that reimbursements due to wage-earners be made within three months from the date of the income tax return.

Exemption of co-operatives from taxation.

Reduction in rentals of houses built by War-time Housing.

Opposing "any kind of immigration as long as there is unemployment in Canada."

Publication in the LABOUR GAZETTE of a family budget.

Reply of Minister of Labour

Replying to the delegation, the Hon. Humphrey Mitchell, Minister of Labour, declared that the Labour Code had more than measured up to expectations, judging by the greatly reduced strike record of the past year.

Dealing with the delegation's request that labour unions be required to secure legal incorporation before seeking certification under the Labour Code, the Minister pointed out that the consensus throughout the country is that labour organizations should not be required to be formally incorporated.

He regretted that the calling of a Dominion-Provincial Conference on minimum wages would have to be postponed until after the election.

In regard to the opening of district insurance offices under unemployment insurance in various Quebec centres as asked for in the union memorandum, the Minister promised

that a District Office of the Unemployment Insurance Commission would be opened at Quebec City as soon as possible, pointing out that the shortage of accommodation had been the major factor in delaying these facilities.

The Minister assured the delegation that family allowances "were never designed to interfere with the normal establishment of wage rates in this country." He regarded family allowances as "one of the most forward steps taken in this Dominion" and stated that there would be no delay in the commencement of payments in July.

Speaking on the Confederation's request for more "flexibility" in the application of the wage control order, the Minister cautioned against the dangers of inflation, particularly in the post-war period, with the attendant possibility of an inflationary movement such as permitted Hitler's ascendancy in Germany after the last war.

He congratulated the delegation on its able presentation and stated that the Government was glad to have the Confederation's views in detail.

Also addressing the delegation, Hon. Louis St. Laurent, Minister of Justice, emphasized the need for mutual confidence between Government and people. He declared that all races in Canada must work together for the advancement of the country. "Quebec is united to the other provinces and nothing shall impair the integrity of Canada", he added.

National War Labour Board

Wage Statistics

Accompanying this article are two tables, the first of which deals with wage trends in Canada and the second of which indicates the applications made to War Labour Boards for wage increases, vacations with pay, and other

matters. The first table reveals that total salaries and wages in Canada have increased from \$2.5 billion to \$4.8 billion since the outbreak of war, while rates of wages have also increased as shown by a rise in the index from 105.7 in 1939 to 139.5 in 1943.

WAGE TRENDS IN CANADA

Total Salaries and Wages, Index Numbers of Employment and Index Numbers of Wage Rates in Canada for the Period 1920-1944

	Salaries and Wages (1)	Index Numbers	
		Employment (1) 1926=100	Wage Rates (2) 1935-39=100
	\$		
1920.....	2,477,573,000		112.7
1929.....	2,803,573,000	119.0	104.5
1930.....	2,625,472,000	113.4	105.2
1931.....	2,290,236,000	102.5	101.7
1932.....	1,910,808,000	87.5	94.5
1933.....	1,740,539,000	83.4	89.6
1934.....	1,870,685,000	96.0	90.5
1935.....	2,016,186,000	99.4	93.1
1936.....	2,162,216,000	103.7	94.8
1937.....	2,432,219,000	114.1	101.8
1938.....	2,454,348,000	111.8	104.9
1939.....	2,554,519,000	113.9	105.7
1940.....	2,881,980,000	124.2	109.4
1941.....	3,489,399,000	152.3	120.3
1942.....	4,197,051,000	173.7	129.6
1943.....	4,654,000,000	184.1	139.5
1944.....	4,816,000,000	183.0 (3)	(not available)

(1) From Dominion Bureau of Statistics. The wage and salary figures do not include payments to the armed forces.

(2) From Department of Labour. The figures include cost-of-living bonus payments.

(3) Index for December, 1944 was 185.7.

NOTE.—The index numbers of wage rates apply to wage rates only, not salaries.

The changes shown by the index number of wage rates are not necessarily reflected in the total wages and salaries earned, as total earnings are affected also by the changes in the size of the working force (employment index) and by the shift from "short time" in depression years to "overtime" in boom years.

NATIONAL WAR LABOUR BOARD

TYPES OF APPLICATIONS RECEIVED UNDER P.C.8253, P.C.5963, P.C.9384

UP TO DECEMBER 31, 1944

	Wage Increase		Cost-of-Living Bonus		Inaugurate Vacation with Pay		Inaugurate Welfare Plan		Inaugurate Incentive Plan		Miscellaneous Applications	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
National.....	1,053	413,778	170	76,147	166	236,987	44	11,725	71	10,441	948	275,378
P.E.I.....	462	3,131	4	153	.....	.....	19	396	6	116	100	1,502
Nova Scotia.....	1,953	72,758	159	10,929	32	9,115	83	6,979	21	6,704	419	23,493
New Brunswick.....	1,498	24,246	102	7,184	32	5,891	75	6,763	29	5,361	366	27,364
Quebec.....	9,460	496,131	1,015	238,683	738	421,339	1,015	427,662	54	8,651	2,401	772,825
Ontario.....	13,419	310,523	1,115	135,188	883	210,092	977	88,155	301	24,517	5,679	340,592
Manitoba.....	3,935	26,559	158	4,452	146	8,068	217	14,174	34	818	1,067	11,541
Saskatchewan.....	4,344	19,777	128	5,129	27	889	55	3,771	45	1,790	1,169	6,491
Alberta.....	2,786	36,831	274	11,060	66	7,366	168	16,247	24	1,876	1,004	45,507
British Columbia.....	8,720	107,600	438	15,821	305	19,156	271	23,251	63	2,090	4,477	101,432
Total.....	47,630	1,511,334	3,563	504,746	2,395	918,903	2,924	599,153	648	62,364	17,630	1,606,125

Decisions of National War Labour Board

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

Aluminum Goods, Limited, Toronto, Ont., and Employees' Council of said Company.

Hector Lamontagne, Inc., Montreal, P.Q., and J. A. Dumais.

The Prudential Insurance Company of America, Calgary, Alta.

Canada Steamship Lines, Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

The Butterfly Hosiery Company, Limited, and L'Association du Bas Façonné de Drummondville, Inc.

The Eastern Car Company, Limited, Trenton, N.S., and United Steelworkers of America, Local 1231.

Hilton Brothers, Limited, Winnipeg, Man. Socony-Vacuum Exploration Company.

Canadian National Railways and Canadian Brotherhood of Railway Employees and Other Transport Workers (Dining and Sleeping Car Employees).

Manitoba Steel Foundries, Limited, Selkirk, Man., and International Moulders and Foundry Workers' Union of North America, Local 402.

National Railway Munitions, Limited, and International Association of Machinists, Lodge No. 1768.

Sydney and Louisburg Railway Company, and International Association of Machinists, Local 684.

Canadian Oil Companies, Limited, and National Union of Petroleum Workers, Local No. 1.

C. Lloyd and Son, Wingham, Ont., and National Union of Woodworkers, Local No. 3.

B.C. Motor Transportation, Limited, Vancouver, B.C., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 101.

International Malleable Iron Company, Limited, Guelph, Ont., and United Steelworkers of America, Local 3000.

Sandwich, Windsor and Amherstburg Railway Company, Windsor, Ont., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 616.

General Motors of Canada, Limited, and U.A.W.-C.I.O.

Abrasive Company of Canada, Arvida, Limited, and the International Union of Abrasive Employees, AFL Local Union 23737.

Dominion Bridge Company, Limited, Toronto, Ont., and United Steelworkers of America, Local 2808.

Advance Lumber Company, Limited, Lethbridge, Alta.

Metropolitan Life Insurance Company.

Mueller Limited, Sarnia, Ont., and United Automobile Workers of America, Local 456.

The William Kennedy and Sons, Limited, Owen Sound, Ont., and United Steelworkers of America, Local 2469.

Re: Aluminum Goods, Limited, Toronto, Ont., and Employees' Council of said Company

Reasons for decision

By leave of the Regional War Labour Board for Ontario, an appeal is taken by the employees' council from a decision of that Board dated October 11, 1944, refusing an application for wage increases in several occupational classifications.

The Company opposes the appeal on the ground urged before the Board below, namely, that its rates compare very favourably with rates being paid in the area for similar classifications and that there was not in its present wage structure the inequality or injustice contemplated by section 20 of the Order, save

perhaps with respect to apprentices, polishers and spinners concerning whom it is prepared to make a request jointly with the Council for the purpose of obtaining certain adjustments. The Regional Board acceded to the company's submission.

After perusal of the material filed by the parties in this appeal, we conclude that there is no basis upon which a reversal of the decision appealed from can be justified. Consequently, we dismiss the appeal but without prejudice to the proposed joint application for the three classifications mentioned.

April 3, 1945

**Re: Hector Lamontagne, Inc., Montreal, P.Q., and
J. A. Dumais**

Reasons for decision

This is an appeal by the Company from a decision of the Quebec Regional Board dated September 1, 1944 whereby the Company was ordered to pay to the respondent the sum of \$1,567.43 and it was further declared that the Board's previous decision dated March 15, 1944 authorizing a reduction in an incentive rate had no retroactive effect. The facts are as follows:

Dumais was a travelling salesman in the employ of the company-appellant engaged in business as wholesale leather merchants. When wage control became effective on November 15, 1941 he was remunerated on the basis of a commission of 7 per cent of his sales, and all travelling expenses were paid by himself. Early in 1943 the company took their salesmen off the road and directed them to work in the company's establishment in Montreal. They were then remunerated on the basis of 75 per cent of the former rate of commission on the sales originating (we take it) in their former territories. Dumais resided in Quebec City and commuted every week to Montreal. On January 19, 1944, following an inspection or complaint, the Company wrote to the Regional Board advising them of the foregoing and on March 15, 1944 the Board authorized the 25 per cent reduction which had taken place. The following day Dumais left the employ of the appellant and later claimed the amount of the

expenses incurred by him since January 1943 while he was employed in the Montreal establishment for travelling and living when away from home. He also asserted that the authorization had no retroactive effect. On September 1, 1944 the Regional Board made the Order from which this appeal is taken.

This order in our opinion has no purpose under the Wartime Wages Control Order, 1943 (P.C. 9384). If the case comes within the terms of section 24 (a), then the change could be made without an order, and there is no jurisdiction to order payment of the travelling expenses. It must be noted also that the two matters dealt with in the Regional Board's order are inconsistent. Dumais could not, under the terms of his original employment, obtain at the same time his full rate of commission and payment of travelling expenses.

It may be that the respondent has a claim for the ordinary courts. We have on a previous occasion (Dominion Paper Box Company Limited case, L.G. 1945, p. 26) stated our view that war labour boards are not to be used as an agency to collect money claims. However, neither this decision nor the various decisions of the Regional Board should in any way be prejudicial to the position of either party in the event of litigation.

The appeal must be allowed.

April 3, 1945

**Re: The Prudential Insurance Company of America,
Calgary, Alta.**

Reasons for decision

An appeal from a decision of the Alberta Regional Board dated December 14, 1944 refusing to authorize after the fact certain periodic increases granted since November 15, 1941 to three office employees and declaring that the amount of such increases would be certified to the Minister of National Revenue pursuant to section 39 of P.C. 9384. Leave to appeal was granted by the Regional Board.

It is alleged by the Company that for many years prior to wage control its wage policy was uniform throughout all of Canada and

that it had standard ranges for each of the classifications concerned in this appeal, applicable in the same manner and amounts in all of its Canadian offices. It is quite clear from the evidence developed in the appeal that the increases granted to the Calgary employees were within the limits of the ranges established prior to wage control.

In the circumstances of this case, we are of opinion that the appeal should be allowed and the certificate to the Minister of National Revenue set aside.

April 3, 1945.

**Re: Canada Steamship Lines, Limited, and Brotherhood of Railway and
Steamship Clerks, Freight Handlers, Express and Station Employees**

Reasons for decision

This is an application by the Union for an increase of 6c per hour effective from September 15, 1943 for employees of the Company at Quebec, Montreal, Toronto, Hamilton,

Sarna, Point Edward, Windsor, Port Arthur and Fort William.

The application is stated to be for the purpose of maintaining the wage relationship between these employees and the waterfront

freight handlers employed by the C.P.R. and C.N.R. at Montreal and West Saint John, N.B. The railway freight handlers having received an increase following the steam railway award in case file N-1300, the Union now contends that the "wage parity", said to have been established by a decision of this Board dated September 30, 1943, should be restored. In effect therefore, the application is designed to obtain the benefit of the 6c railway award and the same amount of retroactivity. The Company contested the application and then withdrew its opposition.

It must be remembered that the decision of September 30, 1943 did not establish parity between inland and waterfront freight handlers and that it was made under the comparative rule of section 25 of the previous order in council P.C. 5963, as was also the general rail-

way award. The purpose of the present order (P.C. 9384) is to stabilize the wage structure in Canada as it was established on February 15, 1944 by the incorporation of the cost-of-living bonus into the former basic wage rates. Our power to increase rates is limited to cases where it is shown that there exists a "gross injustice or gross inequality". In administering the current order, the Board is not bound by any findings of comparability which may have been made under the previous order.

The Board has come to the conclusion that it has not been demonstrated that the increase of 6 cents is necessary "to rectify a gross inequality or gross injustice" as required by section 20 (1) (a) of P.C. 9384 and that on the basis requested the application must be denied.

April 4, 1945.

Re: The Butterfly Hosiery Company, Limited, and L'Association du Bas Façonné de Drummondville, Inc.

Reasons for decision

This is an appeal by the Association from a decision of the Regional Board for Quebec dated June 9, 1944 denying an application for a substantial increase in both hourly and piece rates, a 5-cent night work premium, a standard 48-hour week and time and one-half for time worked thereafter, and a plant minimum of 25 cents per hour.

The Regional Board came to its decision following an investigation of rates, and presumably also of working conditions, in the full-fashioned hosiery industry in the Province of Quebec. The Company also argues that its apprentice rates and working conditions comply with the provisions of Ordinance No. 19 of the Quebec Minimum Wage Commission which sets out certain statutory minimum standards for this industry. We do not think that mere compliance with these standards is in itself a complete answer to a request made under the Order (P.C. 9384) for the rectification of a "gross injustice or gross inequality". But

after an examination of all the material filed both on this appeal and before the Regional Board, and of the arguments presented to us, we are of the opinion that the decision of the Regional Board was undoubtedly made upon a consideration of the effect of the application having regard to the industry as a whole and should not be disturbed.

However we come to the conclusion that this is a case where it is fair and reasonable to apply section 20 (1) (b) of the Order and the rates should be increased by an amount sufficient to make up the "appropriate maximum cost-of-living bonus" as defined in section 20 (3).

There having been since August, 1939 two 5 per cent increases in 1941 plus the mandatory bonus, it may be that the higher paid employees may receive very little under this direction while the lower paid employees will receive somewhat more.

Finding and Direction effective from January 1, 1945.

April 5, 1945.

Re: The Eastern Car Company, Limited, Trenton, N.S., and United Steelworkers of America, Local 1231

Reasons for decision

This is an application by the Union for leave to appeal from a decision of the Nova Scotia Board dated December 13, 1944 refusing an 8-cent increase in "the basic hourly rates of all piece work employees . . . who are members of Local 1231, U.S.W.A.". Leave was refused below for reasons dated February 7, 1945.

The application appears to have been provoked by the Company's action in obtaining an increase for riveters and buckers. Although it is said the Union had some knowledge of

the request, it was not given actual notice and an opportunity to make representations. Once a bargaining agency is established, it is unwise for an employer to proceed ex-parte in any matter affecting wage rates or working conditions. Such action can only lead to trouble. However, the matter of rates for the two classifications just mentioned appears to have been re-opened by the Regional Board, and we do not believe a case has been made out for the granting of leave to appeal.

The application is therefore denied.

April 9, 1945.

Re: Hilton Brothers, Limited, Winnipeg, Man.*Reasons for decision*

An appeal from a decision of the Manitoba Regional Board dated December 28, 1944 refusing permission to reduce the basis upon which salesmen were remunerated the basis being a combination of time rate and incentive or commission rate. The employees involved concur in the appeal and the purpose of the application was frankly stated to be to keep the earnings of salesmen in proper relationship to those of other employees.

The appellant submits that the proposed change will not reduce earnings below what they were in the year ending November 15, 1941. In this connection it must be noted that the Wages Control Order (section 16) does not stabilize earnings but the "rate" of remuneration, i.e. the basis of its calculation as

established on February 15, 1944. We must agree with the Regional Board that there is no provision in the present order, (P.C. 9384) as amended, giving this Board or the Regional Boards the power to authorize a reduction of wage rates. In the case of incentive rates, however, adjustments may be made by an employer either upward or downward, without authorization, when the change is strictly commensurate with the addition, removal or alteration of a work element, and the other conditions of section 24 (a) are satisfied. A rate calculated on the basis of a commission is an incentive rate, under the definition in section 13 (1) (e).

We must dismiss the appeal.

April 9, 1945.

Re: Socony-Vacuum Exploration Company*Reasons for decision*

This is both an application for leave to appeal and an appeal from a decision of the Regional War Labour Board for Alberta dated December 14, 1944, refusing permission to the Company to inaugurate annual vacation with pay plans on the basis proposed for certain monthly rated employees. Leave to appeal was refused by the Regional Board.

The Company at the present time has only nine employees who would be affected by the plan, including three Senior Geologists, whose wage rates range from \$4,200.00 to \$6,000.00 per annum, and who it is stated have received the approval of the Department of National Revenue under the provisions of The Wartime Salaries Order, two Junior Geologists employed at wage rates of \$2,700 per annum, and four office staff employees at salary ranges of from \$90.00 per month to \$125.00 per month.

At the hearing of the appeal it developed that the parent Company of the applicant, Socony-Vacuum Oil Company, Incorporated, carried on operations in Canada prior to November 15, 1941, before the applicant Company was incorporated, and that the parent Company's employees were allowed annual vacations with pay on the basis of its established holiday plan which provided:

Every employee who has had over six months but less than twelve months of continuous ser-

vice in one calendar year, shall be entitled to one week's vacation with pay, and for each year of continuous service every employee shall be entitled to two weeks' vacation with pay.

Moreover, it was represented to the Board that the monthly paid employees were not in receipt of overtime pay. It is a common practice in industry for monthly rated employees, who fill the requirements of their positions without overtime pay in addition to their monthly established rates, to be allowed two weeks' annual vacation with pay after the completion of one year's continuous service with an employer.

In all the circumstances, and under the conditions applicable in this case, in respect of monthly rated employees subject to Wartime Wages Control Order, 1943, P.C. 9384, the Board is of the opinion that it would be fair and reasonable, and not inconsistent with the principles of its Decision Bulletin, No. D.B. 17, (L.G., Dec. 1943, p. 1635), that the Company should be authorized to allow its monthly rated employees, who in their positions work overtime as required without overtime compensation in addition to their established monthly rates, two weeks' annual vacation with pay in succeeding years after one year's continuous service with the Company.

Finding and Direction will issue accordingly.

April 10, 1945.

Re: Canadian National Railways and Canadian Brotherhood of Railway Employees and Other Transport Workers (Dining and Sleeping Car Employees)

Reasons for decision

This is an application dated August 18, 1944, by the Union for a review of the Finding and Direction of this Board, dated August 3, 1944, by which it directed the establishment of 240 hours as the basic month's work, with provisions for overtime pay; and directed certain increases in the basic wage rates. The present application does not apply to that part of the Finding and Direction regarding increased rates of pay.

The Union requested that the basic month's work be placed at two hundred and eight hours instead of two hundred and forty hours and that overtime should be paid for on the basis of time and one-half instead of pro rata rates. In view of the recent decision of the Board on these points, and in the absence of any new evidence relating thereto, we doubt whether this is a case where the Board should exercise the powers conferred on it by Section 30 (1) of P.C. 9384. The Board has dealt with similar matters in case re (C.P.R. Company and Brotherhood of Railway Trainmen—Dining Car Employees, L.G., Aug. 1944, p. 964). The application on these two points will, therefore, be dismissed.

The other matter raised in the application is for the clarification of the following clause in Finding and Direction of August 3, 1944:

Two hundred and forty hours' service, or less, in assigned service, shall constitute a basic month's work. All time worked in excess of two hundred and forty hours will be paid for as overtime on the actual minute basis at pro rata rate.

The Company interprets this clause to mean that no employee shall be paid for overtime until he has worked two hundred and forty hours in any one month. The Union says that on an assigned run, where the operating service time is less than two hundred and forty hours, the employee should be paid for all additional hours at overtime rates and whether or not the total time of service in any month exceeds two hundred and forty hours. The Board intended the Clause to mean that in assigned service the two hundred and forty hours, or less, would be applied in an employees' own assignment.

The original application in this matter was made by the Union because of complaints as to the lack of uniformity in the length of the runs (for which the same payment was received) varying from 160 hours to 310 hours. It was felt that the establishment of a standard work month would be fairer and would

eliminate many of the complaints. The Union asked for a 208 hour month—26 days of 8 hours each—but this Board established it at 240 hours (which happens to be the average length of the assigned runs). It was the desire of the Union to eliminate all the former overtime rules, which were described as a "hodge podge", if it could secure a standard basic month, which of course it desired to have placed at 208 hours. The Company assented to the request for uniformity, but did not consent to the 208 hour month.

The Union now contends that those employees on assigned runs of less than 240 hours *could* be penalized by being required to work an additional number of hours to a total of 240 hours before being entitled to overtime; whereas previously they received additional compensation over and above their regular monthly salary for hours of service in excess of their regular assignments regardless of the monthly hours of such assignment. The Union claims that this interpretation of the Finding and Direction would constitute a decrease in wages contrary to the provisions of P.C. 9384 as amended.

It is *possible* that under certain conditions there might be an unusual case where an employee might lose a small part of the benefits he previously enjoyed under the former overtime rule, but there is no certainty that such will be the case. It is to be remembered that the application for uniformity was made by the Union representing all the employees (whether working more or less than 240 hours per month) and that similar—though fewer—cases of possible losses under certain conditions might result if the basic month's work had been fixed at 208 hours. Generally speaking the Order now under review provided for substantial benefits to the employees, and all those working longer hours than 240 per month immediately benefited. When it is considered that reporting time and terminal detention time are added to the scheduled hours, and also all hours in service due to late trains (no allowance having previously been made for train delays of 3 hours or less), it is clear that many of those on runs below 240 hours per month would also immediately benefit.

We are of the opinion that no employee in the classifications mentioned should be entitled to overtime until he has worked 240 hours in any one month; in assigned service the 240 hours, as already indicated, being applicable only to an employee's own assignment. A

very high degree of uniformity on a fair basis has been established, and an employee may in many cases work less than 240 hours in a month and yet receive his full month's pay. It is not unreasonable to expect him to complete the full month's work of 240 hours, (which others on longer runs are doing for the same remuneration) before he is entitled to over-time payment. If the contention of the employees were to prevail, there would be less uniformity, for, in that case, an employee on a run of 240 hours would get his full month's pay whereas another on a run of 210 hours but required to give an additional 30 hours' service would be paid for 270 hours.

In respect of the application for inauguration of annual vacation with pay plan for employees in occupational classifications covered by the application, in view of vacation plans which have become established generally in recent years for other classes of Railway Employees who did not previously enjoy the privilege, the Board is of the opinion in the circumstances it would be fair and reasonable and consistent with the intent of Wartime Wages Control Order, 1943, P.C. 9384, to authorize the Railways to inaugurate annual vacation with pay plan for their occupational classifications covered by the application generally in accordance with the provisions of the National War Labour Board's Decision Bulletin, D.B. 17, (L.G., December, 1943, p. 1635), as set forth hereunder:

(a) vacation with pay will be granted only after the employee has completed one year's continuous service, i.e., a minimum of, say, 300 days (calendar) of actual work, the vacation to be allowed for and during the following twelve months service.

- (b) a vacation with pay will not exceed the equivalent of one-half day for each 25 days (calendar) of actual work, due allowance to be made for authorized leaves of absence because of sickness or other justified causes; thus, an employee who has rendered regular service during one year or more at the effective day of the approval of a vacation plan will be entitled to six days (calendar) vacation with pay at some time during the succeeding twelve months.
- (c) vacation pay will not be allowed for vacations not taken; in such cases any unused vacation privileges will be allowed to accumulate until conditions permit them to be exercised.
- (d) (i) if an employee, not having been dismissed for cause, leaves the service of his employer for reasons beyond his control at a time when an unused period of vacation with pay stands to his credit, he will be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.
- (ii) if an employee leaves the service of his employer of his own accord, or is dismissed for cause, at a time when an unused period of vacation with pay stands to his credit, he will be paid the amount due him in lieu of vacation calculated to the end of his last completed service year.

and, therefore, the Board will authorize the inauguration of annual vacation with pay plan for the Railways' occupational classifications covered by the application subject to negotiation between representatives of the parties for the inauguration of such vacation plan within the limitations stated.

Finding and Direction will issue in accordance with the above interpretation and decision.

April 11, 1945.

Re: Manitoba Steel Foundries Ltd., Selkirk, Man. and International Moulders and Foundry Workers' Union of North America, Local 402

Reasons for decision

This is an appeal by the Union from a decision of the Regional War Labour Board for the Province of Manitoba, dated December 20, 1944. Leave to appeal was granted January 3, 1945.

In September 1943 an application was made by the employees for wage increases, etc. By its decision of November 18, 1943, the Regional Board directed the Company to increase wage rates for certain male adults and to maintain the existing work week; and also dismissed the then application for vacation with pay.

On September 5, 1944, the Union again applied for increases in wage rates which, generally speaking, were for 12c per hour, with

special consideration for a number of employees. On December 20, 1944, the Regional Board made its Finding now under appeal and granted certain upward revisions in the wage rates. Between the dates of the two decisions above referred to, vacation with pay was granted and the cost-of-living bonus of \$3.50 per week was incorporated into the wage rates.

The application is based on the allegation of gross inequality and gross injustice. We have reached the conclusion that the appellant has not shown that such gross inequality or gross injustice exists. The Regional Board has given careful consideration to two applications by the

employees within a period of fifteen months and with knowledge of local conditions and comparable industries has made such changes in wage rates as it found necessary to correct any existing gross inequality or gross injustice.

We are of the opinion that its Finding should not be disturbed.

The appeal will, therefore, be dismissed and Finding and Direction will issue accordingly.

April 11, 1945.

Re: National Railway Munitions, Limited, and International Association of Machinists, Lodge No. 1768

Reasons for decision

In this application, submitted on behalf of the employees of National Railway Munitions, Limited, the Union seeks that the increases directed in the Railway award, so-called, (N-1300)¹ be applied to the wage rates of the said employees.

The employer is a Crown Company engaged in the manufacture of munitions. Its plant is located on property owned by the Canadian National Railway, and a group of the employees and officials of the said Railway form the nucleus of the personnel of this Company. The general wage structure of this Company is not comparable to the wage structure common to railway machine shops, but more nearly resembles that of certain munition enterprises, such as Dominion Engineering Company, Limited, Longueuil and Lachine plants, and other privately owned companies engaged in somewhat similar work.

The employees of the Canadian National Railways on loan to this Company receive rates payable to classifications higher than those received by them in their capacity as employees of the Railway. The Union urges that certain employees of the Canadian Pacific Railway engaged in somewhat similar work at the Angus shop of that Company have had the

Railway wage award applied to their wage rates. This Board is not satisfied that the same conditions apply to the employees affected by this application as supply to the Canadian Pacific Railway employees above referred to, but regardless of what conditions or considerations may have been thought justifiable in applying the said Railway award to this group of Canadian Pacific Railway employees, we are of opinion that any increase in the wage rates to the employees covered by this application must be founded on other grounds, and consideration must be given to the wage rates received by the employees of other Companies whose wage structure more nearly resembles the wage structure of National Railway Munitions, Limited.

Moreover, we are further of the opinion that the employers and employees having signed an agreement on the 1st day of November, 1944, specifying the wage rates then in effect and which had earlier received the approval of the National War Labour Board, this Board should not hear an application for changes in those rates made on November 13, 1944.

This application is, therefore, refused.

April 11, 1945

Re: Sydney and Louisburg Railway Company and International Association of Machinists, Local 684

Reasons for decision

This is an appeal jointly by the Company and the Union from a decision of the Regional War Labour Board for Nova Scotia dated January 8, 1945 refusing to authorize a 6 cents hourly increase for roundhouse and certain construction employees. The application was made to maintain parity with the rates paid by other railways to similar classifications pursuant to the award of this Board on July 31, 1944 (case file N-1300)¹.

The Sydney and Louisburg Railway is a steam railway operation and has had rates for

its employees brought up to the rates for similar classifications on the major railways by decision of the said Regional Board dated June 7, 1944. Further, certain of the classifications of this appellant were covered by the decision in the main railway award.

We are of opinion on the evidence submitted that the increase requested may be authorized under section 20 (1) (a) of P.C. 9384, effective from February 15, 1944, in order to maintain an established relationship with those other employees of this Company who benefit under N-1300.

April 12, 1945.

¹ L.G., Aug., 1944, p. 960.

Re: Canadian Oil Companies, Limited, and National Union of Petroleum Workers, Local No. 1

Reasons for decision

This is an appeal by the Company from the decision of the Regional War Labour Board for Ontario dated August 17, 1944, on an application by the Union for increases in wage rates to certain employees. The Company now agrees that certain of the wage rate increases sought were properly authorized by the said Regional War Labour Board, but it takes the position that the employees in the Power Plant Paint Shop and Drum Repair Department, Grease Plant, Oil Producing Property, Transportation and Carpenter Shop should not have been granted wage rate increases as authorized by the said Regional War Labour Board, because such increases would result in wage rates which would not have the proper relationship to the wage rates of other employees of the Company. This relationship, the Company states, can only be determined after a proper job evaluation. While this Board is of opinion that a comparison of the wage rates as paid by this Company with those wage rates paid by the Imperial Oil Company, Limited, in its plant at Sarnia, is not the proper one, nevertheless we point out that the burden was on the Company as appellant to satisfy this Board that the wage rate increases directed by the said Regional War Labour Board for the employees, above referred to, were not warranted under the terms of P.C. 9384. Moreover, the appellant did not discharge that burden. This Board in the cir-

cumstances will, therefore, not disturb the decision of the said Regional War Labour Board.

There is a cross appeal by the Union from those portions of the Finding and Direction which refused—

- (a) the night differential of 5c per hour.
- (b) a differential of 5c per hour for those power plant employes for the period of the year during which acid pitch was being used as fuel in the furnaces.

As to (a), having regard to the nature of the process requiring night shift work, and having regard to the fact that there has been, and is, a rotation of employees on the shifts worked, it does not seem that a night shift differential of 5c per hour would be justified in this case.

As to (b), viz., the differential sought for those power plant employees for the period of the year during which they were required to handle acid pitch, it developed in the evidence that this differential was paid for one season only, and then only because in that season the condition of the acid pitch was exceptionally poor and objectionable. It would seem, therefore, that no good reason has been submitted to the Board why this differential should enter permanently into the wage structure of the Company. The result, therefore, is that the appeal by the Company and the cross appeal by the Union are both dismissed.

April 13, 1945

Re: C. Lloyd and Son, Wingham, Ont., and National Union of Woodworkers, Local No. 3

Reasons for decision

The employer appeals from a decision of the Ontario Regional Board dated October 6, 1944, reaffirming a prior decision dated July 17, 1944, whereby an authorization issued on April 24, 1944, was changed into a direction to pay a certain schedule of ranges of wage rates from November 11, 1943, date of the original application.

The application, made under the provisions of P.C. 5963, was for

- (1) a 10 per cent increase in basic rates of pay;
- (2) time and one-half after 50 hours per week;
- (3) a full cost-of-living bonus;
- (4) vacation with pay—1 week after 1 year of service.

In dealing with this application, and following receipt of the Company's counter-submission, the Regional Board thought fit to have an investigator proceed to Wingham and report on the matters in dispute. Mr. Perkins made his report on or about March 6, 1944, in which he recommended the granting of items 2 and 4 above, the denial of item 3 and, in lieu of item 1, the adoption of a schedule of classifications and ranges of rates therefor. The schedule provided for fairly substantial increases for most of the employees, and the report drew attention to the fact that the rates proposed included the cost-of-living bonus of 2 cents per hour which was being paid prior to the date (February 15, 1944) when it was merged with basic rates under the provisions of P.C. 9384.

The Board adopted the main recommenda-

tions of the report and issued its authorization of April 24, 1944, which was implemented by the Company except in the matter of retroactivity. A protest was filed by the Union and the rates were then made mandatory from November 11, 1943, by the decisions now under appeal and the cost-of-living bonus added to them. The result is an increase of 2 cents above the rates proposed by the investigator.

We have examined all of the material on file and we have come to the conclusion that there was no basis upon which the rates proposed should have been increased by 2 cents.

We shall not change the effective date of the order, but we shall modify it to the extent necessary to give effect to the foregoing.

With respect to the classifications of factory labour, the schedule attached to the finding and direction of April 24, 1944, should be modified and instead of "general factory labour—Class A" and "Class B" there should be inserted "general factory labour" and "light factory labour".

Findings and Directions should issue accordingly.

April 13, 1945.

Re: B. C. Motor Transportation, Limited, Vancouver, B.C., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 101

Reasons for decision

An application by the Union for leave to appeal from a decision dated December 15, 1944, of the Regional War Labour Board for British Columbia refusing (except as to the establishment of the new classification of "improver") a request to direct the employer to increase wage rates for garage employees and to alter working conditions. Leave to appeal was denied by the Regional Board for the following reasons delivered January 6, 1945:

- (1) The evidence submitted does not show that increased wage rates are necessary to rectify gross inequalities or gross injustices;
- (2) The employees covered by the application, have, since August, 1939, received

either as increased wages or payment of cost-of-living bonus, the appropriate or more than the appropriate maximum cost-of-living bonus; and

- (3) The presently established working conditions of the employees are fair and reasonable and it would not be consistent with the purposes of P.C. 9384, as amended, to alter them.

Upon examination of the file of the Regional Board and of all material in support of the application, we must come to the conclusion that the application was competently and carefully considered below and that there is no justification for further consideration of the application by this Board.

The application must be dismissed.

April 18, 1945.

Re: International Malleable Iron Company, Limited, Guelph, Ont., and United Steelworkers of America, Local 3000

Reasons for decision

(preliminary objection)

The Union files a preliminary objection to an appeal by the Company from a decision dated February 8, 1945 of the Ontario Board. The objection is that the appeal should be dismissed because of the agreement between the parties dated November 28, 1944, article 7 of which reads as follows:—

Present wage rates will remain in effect, subject to any change directed by the Regional War Labour Board, such change to remain in effect for the duration of the agreement.

The Union's submission is that this clause bars the appeal to the National Board, the parties having agreed to accept the Regional Board's decision for the duration of the contract. To support its contention, the Union refers to an oral decision of this Board in the case of Maritime Steel and Foundries, Limited (L.G., March 1945, p. 280), when it was said:

... that the application having been submitted to the Regional Board, with the

definite stipulation that the directions of that Regional Board would constitute the provisions as to wage rates, then this Board is not going to be the instrument to revise the agreement or the terms of the agreement on appeal.

The Maritime Steel case is different from this case in one or two aspects. First, the Nova Scotia Board had refused leave to appeal and the National Board was dealing with an application for leave, while in this case leave to appeal was granted by the Ontario Board. Secondly and more important, the provision agreed upon in the Maritime Steel case was the result of bargaining which had taken place after the Regional Board had made an interim order on wage rates and while the question of rates was still pending before it. Clause 14 of the agreement in that case read as follows:

An application for increased wages is at present in the hands of the Regional War Labour Board and the rates specified in its final decision shall be the wage rates in effect for the term of this Agreement.

This wording in the circumstances surrounding the signing of the agreement was in effect held to constitute a waiver by both parties of their right to appeal to the National Board.

In the present case, the circumstances are quite different. The application by the Union for increased wage rates was made after execution of the agreement, and the wording of the clause is not the same as in the Maritime Steel case. In order to hold that parties have contracted themselves out of their right to appeal, there must be no room for doubt as to their intention to do so. When the Com-

pany signed the agreement in this case, there was no pending application and no appeal contemplated or even possible, while in the Maritime Steel case the matter was alive and pending before the Regional Board, and the parties were awaiting a final decision from a Board who had already dealt with wages in an interim decision.

The present case is therefore distinguishable from the Maritime Steel case and the Union's preliminary objection must be dismissed.

The Union will have the usual time for filing its counter-submission to the Company's appeal.

April 18, 1945.

Re: Sandwich, Windsor and Amherstburg Railway Company, Windsor, Ont., and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 616

Reasons for decision

(Oral Decision)

Now, with reference to the hearing and review of the Regional War Labour Board's finding and direction with respect to the Sandwich, Windsor and Amherstburg Railway we have considered the representations made to us this morning and having regard to the additional information submitted to this Board with respect to comparability, and having regard to all other relevant factors which have

been brought to our attention, we are satisfied that the Regional War Labour Board for Ontario did not err in applying to this case the proper principles of the order.

This Board, therefore, on a review of the findings and directions of the said order on October 25, 1944, is of the opinion that the decision of the Regional Board should not be disturbed, and that its Finding and Direction should not be varied in any particular.

April 19, 1945.

Re: General Motors of Canada, Limited, and U.A.W.-C.I.O.

Reasons for decision

This is an appeal by the Union from decisions of the Regional War Labour Board of Ontario refusing to grant the increases sought for certain classifications of the day workers employed in the Oshawa plant of the General Motors of Canada, Limited, as set forth in the Union's application dated the 22nd day of May, 1944, and supplemented the 31st day of May, 1944.

The said decisions appealed from were given by the said Board on August 15, 1944, and October 18, 1944. It should be noted also that the National War Labour Board on the 6th day of July, 1944, dismissed an appeal by the Union from a decision of the Regional War Labour Board in which it had refused wage increases to two groups comprising six of the classifications of employees covered by the application in this case.

The appeal in this case was ready for hearing on the 19th day of December, 1944, but at the request of Counsel for the Union and concurred in by Counsel for the Company, the hearing was postponed to February 7, 1945. Counsel for both parties confined

their arguments to the question of whether or not the increases in wage rates sought were necessary to rectify a gross inequality or gross injustice.

Inasmuch as some of the arguments in this appeal were raised before this Board for the first time, it will be useful to discuss them separately, as was done by Counsel in their arguments to the Board.

We will first consider the argument raised by Counsel for the Union in his rebuttal as to the interpretation which should be placed on the phrase "gross inequality" and "gross injustice". He submitted to us that the phrase should be interpreted "a noticeable injustice or a noticeable inequality," by which he suggested that the injustice or inequality complained of must be worthy of notice.

This Board is unable to adopt this argument. No sufficient reason was advanced by him to indicate why such an interpretation should be given to the phrase as it appears in Section 20 (1) (a) of P.C. 9384. Certainly common usage and the dictionary meaning of the word "gross" do not justify such an interpretation, neither are we able to find anything in the

Order in Council itself to justify such a meaning for the word "gross". This Board's interpretation of the phrase is stated in the cases of the Canada Starch Company (L.G., Nov., 1944, p. 1477), and the Boot and Shoe Manufacturers of the Province of Quebec (L.G., Jan., 1945, p. 27). We see no reason why this Board in this case should depart from the interpretation given in the two cases referred to above.

Dealing next with the submissions and arguments based on the particular facts in this case, Counsel for the Union submitted several reasons why this Board should rectify the gross inequalities or gross injustices alleged to exist in this case. These reasons in the order in which they were presented to us are as follows:

(a) That there should be rectification of the gross injustice existing, because the wage rates paid to the employees covered by this application are ones "which on regular hours of work per week do not enable the workmen to secure by working regularly enough to maintain a standard of living or to pay the cost of a standard of living which should maintain health and self-respect." In developing his argument in support of this contention, Counsel for the Union relied on a report made by the Toronto Welfare Council. This report indicates the conclusions of the said Council with respect to the amount required for the maintenance of an average family. We wish to point out that the said report cannot be accepted by this Board as the proper guide in this case, because, in the first place, the conditions and factors present and considered in arriving at the conclusions made in that report were not shown to have existed or to have been applicable to any of the employees covered by the application under appeal. In the second place, even if this Board were to be guided in this case by the standard referred to in that report, it is pointed out that in this case the wage rates of all employees covered by the application range from 56c to \$1.07 per hour, and we have no evidence before us to indicate whether or not any of the employees covered by this application are in receipt of wages less than the minimum amount referred to in the said report. Moreover the said Regional War Labour Board caused an investigation to be made in the Oshawa plant with respect to the work and wages of these employees, and we are convinced that the said Regional War Labour Board fully satisfied itself as to whether or not any injustice existed by reason of the payment of any substandard wages to any of the employees covered by the application.

(b) That there should be rectification of the gross injustice existing by reason of the fact that the increased earnings of the employer had not resulted in increased wage rates for the employees. This argument was not developed at length. It was not shown to what extent, if any, the earnings of the Company had been increased. Counsel for the Union apparently being content to make the assertion, and then draw the inference that inasmuch as the plea of inability to pay had not been raised by the employer, therefore, the earnings of the Company justified an increase. In addition to indicating the fact that no submissions were made to the Board to enable it to test the merits of this argument, we wish to point out that in administering a Wage Control Order, enacted for the express purpose of wage stabilization, and the control of inflation, it is difficult to discover how, in the circumstances of this case, the relationship between the earnings of the employer and the wage rates of the employees is relevant.

The next two arguments presented to us can be conveniently discussed together. They were:

(c) "That a gross inequality, which may also be termed, an injustice, should be rectified, by reason of the fact that the relationship between the wage rates of the day workers and the earnings of the production workers has altered since 1941 to the disadvantage of the day workers."

(d) "That this gross inequality and this gross injustice were only partially taken care of in July, 1941, and that wage control having come into being on November 15, 1941, the differential between the two classes of workers had never been adequately provided for."

In order to understand more clearly these two arguments, it is necessary to keep in mind that in July, 1941, the index factor indicating the relationship between these two groups of workers stood at approximately 125. To-day it ranges from 140-150, and, during the argument, it was stated to be 145. The result has meant increased earnings for the production workers since July, 1941, and it is urged that the earnings of the day workers have not increased in a corresponding manner. The volume of wartime production has to some extent been responsible for the increase in this index factor, but it was represented to us that the reason most responsible for the increase was, that since July, 1941, the production workers have been engaged in the manufacture of vehicles restricted to certain types and designs. In brief, the models haven't changed as frequently as they did.

prior to that date. Apparently as late as November 4, 1943, the employers agreed that the increased earnings of the production workers had resulted in greater work for certain classifications of the day workers. The employers admitted that certain day workers had been "speeded up" so that the production of the plant could be greater, and that this "speeding up" resulted in unfairness to certain of the day workers, because they did not share proportionately in the increased earnings which the production workers thereby enjoyed. The Board, however, is satisfied that this situation has long since been corrected, because to off-set the increased demands on day workers made by the greater efficiency of the production workers, the employers increased the number of day workers in the operations of the Company. Therefore, the situation now is that the individual day worker does not perform more work than he did in July, 1941, he now does the same amount of work. There are now relatively more day workers employed in the Company's operations. It is significant that the information submitted by the employer in this regard was not questioned by Counsel for the Union. We think that both arguments (c) and (d) were fully and effectively answered by the Company in its explanation as to the relative increase in the number of day workers now employed. It should be observed also that this phase of the Company's request was fully investigated by the said Regional War Labour Board.

(e) That a gross inequality requires correction by reason of the fact that the wage rates paid to the day workers in the plant of the General Motors of Canada, Limited, at Oshawa, are less than the wage rates paid to similar classifications of employees in the plants of the Ford Motor Company of Canada, Limited, and the Chrysler Motor Company of Canada, Limited, at Windsor, Ontario.

Counsel for the Union in his opening argument urged emphatically and strenuously that by reason of the fact that the automotive industry in Canada was located mainly in Windsor, therefore, the wage rates paid in a smaller unit of that industry (in this case, the General Motors plant at Oshawa) should correspond to the wage rates paid to similar classifications in the Windsor area, particularly those in the Ford and Chrysler Motor Companies. When it was pointed out to him that a few days prior to the hearing of this application, the representative of the employees in another Company urged that the wage rates prevailing in the area where the industry itself was largely located, should be as high as those prevailing in a remote area where a

relatively small unit of the same industry was located, Counsel for the employees in this case in his rebuttal re-stated his argument as follows:

My friend has said that I made the suggestion that where the main body of the industry is located in a particular place, any other section of that industry should be brought up automatically to that level. I did say that was a desirable principle having in mind the health and welfare of Canada generally, but I am not arguing that in this case. I argue that the high level prevailing in the major market is certainly a strong factor to be taken into consideration when dealing with the wages in the lower one.

It is significant, however, that in this particular case the employees did not seek exactly the wage rates paid in the Chrysler and Ford Companies. In fact, they must have recognized that certain differentials should exist, although they did not furnish this Board with the reasons for such differentials. In this connection we think it useful to refer to the purposes of the Wage Control Order, P.C. 9384, stated in Section 14 of that Order:

14. It is the purpose of this Order

- (a) to provide for the establishment of wage rates incorporating therein cost-of-living bonuses payable in respect of the rise in the cost of living;
- (b) to stabilize the wage structure in Canada established in this manner in order to maintain stability in prices and prevent increases in the general cost of living; and
- (c) to provide machinery for an orderly rectification of any gross inequalities and injustices in wage rates so established, insofar as this is possible consistently with the paramount principle of the maintenance of stability in prices. and this Order shall be administered and enforced to give effect to these purposes.

This Board is unable to find in that Order any provision which justifies it in directing that the wage rates in any industry be brought up to the highest level of wage rates paid in that industry, whether or not the particular unit of the industry under consideration is a major or a minor unit in that industry. Notwithstanding the argument of Counsel for the Union, the Windsor area is well known as a high wage area. It was such prior to the advent of wage control, and we certainly do not subscribe to the doctrine that the purposes of the Order are to be, or can be achieved, by increasing the wage rates in a low wage area to those prevailing in a high wage rate area. As this Board has, on a number of occasions, stated, P.C. 9384 was not enacted for the purpose of equalization of wage rates. It is a stabilization Order.

Having regard, therefore, to the entire appeal; and after having given consideration to the several arguments advanced, this Board is of opinion that the said Regional War Labour Board not only made the correct find-

ing as to the facts, but also correctly applied to those facts the proper principles under P.C. 9384. The appeal, therefore, is dismissed.

April 21, 1945.

Re: Abrasive Company of Canada, Arvida, Limited and the International Union of Abrasive Employees, AFL Local Union 23737

Reasons for Decision

An application for leave to appeal and an appeal from a decision of the Quebec Regional War Labour Board dated November 21, 1944, which had directed holidays with pay as follows:

Six days' vacation with pay after one year's service and one additional day for each subsequent year up to a maximum of twelve days.

The Regional Board refused to grant leave to appeal for reasons dated December 22, 1944. It is apparent that the foregoing direction

is not in accord with D.B. 17 and with the general policy of the National Board which has been to refrain from directing more than one week's paid vacation.

The application for leave should be granted and we must also allow the appeal insofar as necessary to bring the direction in conformity with D.B. 17.

On the hearing of the appeal it developed that the Company was willing to grant two weeks' vacation with pay to employees having over seven years' service. This will be authorized.

April 24, 1945.

Re: Dominion Bridge Company Limited, Toronto, Ont., and United Steelworkers of America, Local 2808

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Ontario dated February 19, 1945, refusing an application for payment to hourly-rated employees, in the Sorauen Avenue munitions plant, of a normal day's pay for time not worked on New Year's Day. The Company is willing to extend the practice of such payment which is already in effect in its structural steel plants.

We agree with the Regional Board and are of opinion that it properly exercised its discretion in refusing to approve a working condition which is not normal or generally accepted in industry. We have on a previous occasion (L.G., June, 1944, p. 731) dealt with the question of comparability of the Company's structural steel and munitions plants.

The appeal must be dismissed.

April 24, 1945.

Re: Advance Lumber Company, Ltd., Lethbridge, Alta.

Reasons for Decision

An appeal from a decision of the Regional Board for Alberta dated March 17, 1945, whereby certain wage increases were, pursuant to section 39 of P.C. 9384, certified to the Minister of National Revenue as having been made in contravention of the privileges of the Wage Control Orders.

The appellant's only argument in the brief on appeal is that the increases were covered by section 24 (i) (ii) of P.C. 5963 (now section 25 (b) of P.C. 9384) as having been made upon the promotion of employees from one occupational classification to another.

We must agree, on the basis of the information submitted by the Company, that it was impossible for the Regional Board to

conclude otherwise than it did. However, it should be noted that some of the data requested by the Regional Board may perhaps be unnecessary to decide the issue involved v.g., the annual turnover of each of the appellant's yards.

There is no evidence that the Board below did not discharge its duty to administer the Wages Control Order fairly and equitably in this case and we must dismiss the appeal. However, the appellant should have a further opportunity either to establish that the wage increases were made, or to have the same approved, within the provisions of the Wartime Wages Control Order.

April 24, 1945.

Re: Metropolitan Life Insurance Company

Reasons for Decision

This is an appeal from a decision of the Regional Board for Ontario dated January 22, 1945, refusing permission to increase the scale of "conservation commission" to agents by \$2.85 per week.

The primary purpose of the application is . . . to maintain the Company's long established practice of providing a uniform method of compensation to all of its Agents in the same category throughout the United States and Canada, and for the further purpose of removing the inequality which now exists between the Company's Agents in the United States and the Company's Agents in Canada.

Apart from the special provision for employees engaged in international railway service, contained in section 22 of the Wartime Wages Control Order (P.C. 9384), the policy of this Board in its administration of wage

control has been to refuse to recognize comparison with wage rates prevailing in the United States as a basis for increases in Canada. Our view has been expressed in the Steam Railways' case (L.G., Aug., 1944, p. 961) as follows:

The whole policy of control of wages and prices in this country is entirely distinct and unrelated to the economy of the United States.

To succeed in its application it was necessary for the appellant to show that the increase was "necessary to rectify a gross inequality or gross injustice" (section 20 (i) (a)) and for that purpose to establish comparisons within Canada.

We agree with the Regional Board's decision and the appeal must be dismissed.

April 24, 1945.

Re: Mueller Limited, Sarnia, Ont. and United Automobile Workers of America, Local 456

Reasons for Decision

This is an appeal by the Union from a decision of the Regional Board for Ontario dated December 9, 1944, concerning the rate of pay for work performed on Victoria Day and Civic Holiday, two holidays which are not mentioned in the Order in Council (P.C. 4671) recommending the statutory holidays to be observed by employers and employees during the present war.

Under an agreement dated November 10, 1941 (prior to wage control) between the Company and its employees, time and one half was paid for time worked on these two holidays in both 1942 and 1943. From the point of view of wage control, there was an established rule which the employer could not alter if the effect of the alteration was to decrease wage rates (section 23 (1) of P.C. 5963 and section 18 of P.C. 9384). The termination of the agreement on February 28, 1944, did not, in our opinion, affect the condition established, namely overtime pay on Victoria Day and Civic Holiday, because the condition was preserved by the Wartime Wages Control Order. Following such termination, the question arose as to whether P.C. 4671 above mentioned, as special legislation on the subject of statutory holidays in wartime, overrode the general wage control order. An application was made to the Regional Board who

first decided on June 29, 1944, that the increased rate had to be paid and then, by the finding and direction now under appeal, that overtime pay "should be confined to days proclaimed by competent authority as statutory holidays".

P.C. 4671 is a declaration of general policy issued as an exhortation to employers and employees. It does not mention Victoria Day and Civic Holiday as statutory holidays which "should be observed" in wartime, but neither does it contain any provision which may be said to affect, even by inference, the rate of pay to be paid for work performed on those two days under a working condition established prior to wage control and preserved by the sections of the orders above referred to. We are of opinion that P.C. 4671 is not in conflict with the Wages Control Order, nor that it is overriding in this case. If the employer and employees had mutually agreed upon an amendment to the established rule, then paragraph B of P.C. 4671 would perhaps have permitted a straight time rate on these two days notwithstanding the prohibition of P.C. 5963 and P.C. 9384, but we need not decide the point because there was no mutual consent of the parties. In our view the Regional Board's initial interpretation was correct, and we must allow the appeal from the decision of December 9, 1944.

April 24, 1945.

**Re: The William Kennedy and Sons, Limited, Owen Sound, Ont. and
United Steelworkers of America, Local 2469**

Reasons for Decision

An appeal by the Company and a cross-appeal by the Union from a decision of the Regional Board for Ontario dated December 11, 1944, following an application for a general increase of 10 cents per hour. The Regional Board did not grant a general increase, but directed a 1 cent increase in the maximum of the range for journeymen in the foundry maintenance department and for third and fourth class stationary engineers, a 6 cent increase for one blacksmith and a 10 cent increase in the minimum rate for apprentice pattern makers.

The decision is unsatisfactory to both parties. The main matter is the 10-cent general increase. An application for a like increase had been made by the Union under the provisions of P.C. 5963 and denied by decision dated December 18, 1943, confirmed by this Board on appeal by decision of July 6, 1944 (L.G., Aug., 1944, p. 950). Upon consideration of the evidence submitted on this appeal, we must come to the conclusion that it has not been shown that the Regional Board erred in principle in refusing to allow the application

under the present order. The evidence does not in our opinion discharge the burden which an appellant must carry when bringing an appeal from a Regional Board to this Board and as a consequence the cross-appeal must be dismissed.

With respect to the various increases which the Regional Board thought it was "fair and reasonable and within its competence under the Wartime Wages Control Order, P.C. 9384" to grant, we are of opinion that the employer succeeded in demonstrating that these increases could not be justified on any reasonable basis having regard to the Company's general wage structure nor has it been shown that they were necessary to rectify gross injustices or gross inequalities.

We are of opinion that no correct basis has been shown to exist for the selection of the classifications mentioned for increases in the Regional Board's decision, when it is borne in mind that the purpose of wage control under the present order is to stabilize wage rates. We must, therefore, allow the appeal and issue Findings and Directions accordingly.

April 24, 1945.

Industrial Disputes and Conciliation

Introduction

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

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

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

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

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

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

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for five days during the month of April. During this period the Board received eight applications, held ten hearings, issued ten certificates designating bargaining representatives, rejected three applications, allowed the withdrawal of one application, ordered two representation votes and gave decisions in five appeal cases.

Certificates Issued

1. *Sentinel Steam Plant Workers' Union (C.C.L.) and East Kootenay Power Company Limited, Fernie, B.C.* (L.G. March 1945, p. 290). Following an investigation of the application by an officer of the Board, the Union and Messrs. O. H. Bowen, R. Wood and George E. Hines were certified as bargaining representatives for the employees of the East Kootenay Power Company Limited, Fernie,

B.C., engaged in its steam-turbine generating plant at Sentinel, Alberta. The superintendent and plant clerk were excluded from the bargaining unit.

2. *Brotherhood of Railroad Trainmen, Lodge 980 and Northern Alberta Railways Company, Edmonton, Alberta*, (L.G. April 1945, p. 478). The Union and Messrs. J. P. Morin and E. R. LeClair were certified as bargaining representatives for the dining car stewards, waiters and cooks employed by the Northern Alberta Railways Company. Certification followed an investigation of the application by an officer of the Board.

3. *International Longshoremen's Association, Local 38-164 and Empire Stevedoring Company Limited, Vancouver, B.C.* (L.G. March 1945, p. 290). Following an investigation of the application by an officer of the Board, the Union and Messrs. F. Louis, A. T. Thornett,

W. Gordon, M. Underwood and A. Guerrin were certified as bargaining representatives for the longshoremen employed by the Empire Stevedoring Company Limited in the Chemainus District, from Crofton South to Nanoose Bay North, including Nanaimo and Ladysmith, B.C. Foremen were excluded from the bargaining unit.

4. *International Longshoremen's Association, Local 38-164 and Canadian Stevedoring Company Limited, Vancouver, B.C.* (L.G. March 1945, p. 290). The Union and Messrs. F. Louis, A. T. Thornett, W. Gordon, M. Underwood and A. Guerrin were certified as bargaining representatives for the longshoremen in the Chemainus District, from Crofton South to Nanoose Bay, North, including Nanaimo and Ladysmith, B.C. Foremen were excluded from the bargaining unit. Certification followed an investigation of the application by an officer of the Board.

5. *International Brotherhood of Electrical Workers, Local 348 and the Corporation of the City of Medicine Hat, Alberta.* (L.G. April 1945, p. 479). Following an investigation of the application by an officer of the Board the Union and Messrs. A. Park, F. W. Keyte, W. Clark and F. Keeley were certified as bargaining representatives for the linemen and groundmen employed in the Electric Light Department of the Corporation of the City of Medicine Hat, Alberta. Employees in the Electric Power plant were excluded from the bargaining unit.

6. *The United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local No. 170 and Vancouver Hotel Company, Limited, Vancouver, B.C.* (L.G. Feb. 1945, p. 154). The Union and Messrs. J. Dillabough and A. Mathieson were certified as bargaining representatives for the Plumbers and Steamfitters employed by the Vancouver Hotel Company, Limited, Vancouver, B.C. Certification followed the hearing by the Board and an investigation of the application by an officer of the Board.

7. *Commercial Telegraphers' Union, Canadian Marconi System Division, No. 59 and Park Steamships Limited, Montreal, P.Q.* (L.G. April 1945, p. 479). Following a hearing by the Board and an investigation of the application by an officer of the Board the union and Messrs. J. N. A. Blouin, and Arthur Gosse were certified as bargaining representatives for the radio officers employed on Dry Cargo Vessels of the Park Steamships Limited, operating from the East Coast of Canada.

8. *Brotherhood of Maintenance-of-Way Employees and the Thousand Islands Railway Company, Gananoque, Ontario, subsidiary of*

the Canadian National Railways. (L.G. April 1945, p. 479). The union and Mr. J. J. O'Grady were certified as bargaining representatives for section crew employees, including foremen, employed by the Thousand Islands Railway Company, Gananoque, Ontario.

9. *Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, and Alberta Nitrogen Products, Limited, Calgary, Alberta.* (L.G. April 1945, p. 479). Following an investigation of the application by an officer of the Board, the union and Mr. N. Buckley were certified as bargaining representatives for the painters employed by the Nitrogen Products, Limited, Calgary, Alberta.

10. *Canadian Air Line Pilots' Association and Trans-Canada Air Lines, Winnipeg, Manitoba.* (L.G. March 1945, p. 289). The union and Messrs. George Lothian, James D. Storie, Reuben E. Hadfield and David Lewis Behncke were certified as bargaining representatives for the pilots of the Trans-Canada Air Lines, Winnipeg, Manitoba. Check pilots, chief pilots and trans-Atlantic pilots were excluded from the bargaining unit. Certification followed a public hearing and an investigation of the application by an officer of the Board. Reasons for judgment appear at the conclusion of this article.

11. *Canadian Seamen's Union, and Canadian National (West Indies) Steamships, Limited, and Canadian Government Merchant Marine Limited, Montreal.* (L.G. Feb., 1945, p. 154.) The union and Messrs. J. A. Sullivan, D. Ferguson and C. E. Linton, were certified as bargaining representatives for the unlicensed personnel of the companies. Chief stewards and West Indian employees engaged at their own home ports under British Board of Trade Articles were excluded from the bargaining unit. Certification followed a public hearing and an investigation of the application by an officer of the Board. Reasons for judgment appear at the conclusion of this article.

Applications for Certification Rejected

1. *Railway Supervisors' Association and Canadian National Railways Western Region, (Motive Power, Car and Stores Department) Port Arthur, Ontario to Vancouver, B.C.* (L.G. Jan. 1945 p. 36)—Following a hearing on the application for certification the Board decided that the application should be rejected as the bargaining unit defined in the application was not considered appropriate for collective bargaining purposes.

2. *International Longshoremen's and Warehousemen's Union Local 501 and Vancouver Barge Transportation, Limited, Vancouver,*

B.C.—Following an investigation of the application by an officer of the Board, the Board rejected the application as the bargaining unit was not considered appropriate in that it excluded casual employees in classifications similar to those covered in the application.

3. *Western Canadian Greyhound Employees' Union and Western Canadian Greyhound Lines, Limited, Calgary.* (L.G., Jan., 1945, p. 36.) Following a hearing on the application for certification the Board dismissed the application without prejudice to the right of the union to make a new application and to name an appropriate bargaining unit. Reasons for judgment appear at the conclusion of this article.

Application for Certification Withdrawn

Canadian Seamen's Union, Pacific Coast District, and Vancouver Tug Boat Company, Limited, Vancouver, B.C. (L.G. April 1945, p. 478).—On the request of the district representative of the Canadian Seamen's Union, Pacific Coast District, the application for certification of bargaining representatives was withdrawn.

Representation Votes Ordered

1. *The Seafarers' International Union of North America, Vancouver Branch, Pacific District, and B.C. Steamships Limited, Vancouver, B.C.* (L.G. April 1945, p. 479).—The eligible voters are the unlicensed personnel in deck, engine room and stewards' departments on S.S. "Island Prince" and S.S. "Alaskan Prince" of the B.C. Steamships Limited, Vancouver, B.C.

2. *Canadian Seamen's Union and Canada Cement Transport Limited, Montreal, P.Q.*—The eligible voters are the unlicensed personnel of the crews of the steamer "Bulkarrier" and the motor ship "Cementkarrier" covering wheelmen, watchmen, lookouts or patrolmen, deck hands, cooks, porters, firemen, oilers and operators.

Arbitration Committee Established

On March 7, 1945, application was made to the Wartime Labour Relations Board (National) by the Ford Motor Company of Canada Limited, Windsor, Ontario, for an interpretation of Sections 6 and 14 of the agreement between the Company and the Union Local 200, International Union, United Automobile, Aircraft, and Agricultural Implementation Workers of America, Local 200, (UAW-CIO) concerning the termination date thereof.

The hearing on the application of the Company was held by the Board on March 29 and

it was decided that a Committee of the Board comprising the chairman and Messrs. E. R. Complin and A. R. Mosher sit as an Arbitration Committee to hear the parties and decide the issue.

The report of the Committee will appear in next month's issue of the *LABOUR GAZETTE*.

Applications for Certification Under Investigation

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of employees employed in the handling of miscellaneous general cargo from deck shed to barge or scow and vice versa, including longshoremen stowing or discharging cargo on barge or scow, dock truckers and pilers, jitney drivers, lift jitney, checkers and maintenance men for equipment of Vancouver Barge Transportation, Limited, Vancouver, B.C.

2. Canadian Seamen's Union, on behalf of the unlicensed personnel of the crews of the Steamer "Bulkarrier" and the Motor ship "Cementkarrier" covering wheelmen, watchmen, lookouts or patrolmen, deck hands, cooks, porters, firemen, oilers, and operators of the Canada Cement Company Limited, Montreal, P.Q.

3. Halifax Harbour Staff Association (Civil Service Federation of Canada) on behalf of the staff employees embracing the departments of port manager, harbour master, engineering, cold storage, grain elevator, wharfage, chief of police and branch of the treasury department associated with the National Harbours Board, Halifax, N.S.

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of the employees of the grain elevator of the Collingwood Terminals Limited, Collingwood, Ontario.

5. The Oshawa Railway and Thousand Islands Railway Clerical Association on behalf of certain clerical employees employed by the Oshawa Railway Company, Oshawa, Ontario.

6. The Oshawa Railway and Thousand Islands Railway Clerical Association on behalf of the office and shed staffs of the Thousand Islands Railway, Gananoque, Ontario.

7. Canadian Seamen's Union, Pacific Coast District, on behalf of the unlicensed crew members of the deck, engine room and stewards departments of vessels operated by the Kingcome Navigation Company, Vancouver, B.C.

8. International Longshoremen's Association, Local 163, on behalf of coastwise longshoremen employed by Border Line Transportation Company and ten other various shipping companies and represented by the Shipping Federation of British Columbia, Vancouver, B.C.

Decisions of Board in Appeal Cases

The Board issued Reasons for Judgment in the following appeal cases:

(1) Shop Committee of Foster-Wheeler Employees, appellants, and Foster-Wheeler Limited, St. Catharines, Ontario, respondents.

(2) United Electrical, Radio and Machine Workers of America, Local 528, appellants, and Canadian Marconi Company, Limited, Montreal, P.Q., respondents.

(3) Retail Clerks' International Protective Association, Local 832, appellants, and Shop-Easy Stores, Winnipeg, Manitoba, respondents.

(4) Sunshine Workers' Union, appellants, and Sunshine Waterloo Company, Limited, Waterloo, Ontario, respondents.

(5) International Association of Machinists, Lodge 712, respondents, and Noorduyn Aviation Limited, Montreal, P.Q., appellants.

The text of the Board's reasons for judgment in the various cases appears below.

Between: Canadian Air Line Pilots' Association, Applicant; and Trans-Canada Air Lines, Respondent.

The Board consisted of the Chairman and all other members except the Vice-Chairman.

Reasons for Judgment

This is an application for certification of bargaining representatives elected by the Association for the employees of Trans-Canada Air Lines. The employer does not oppose certification but asks for the exclusion of Chief pilots, Check pilots and Trans-Atlantic pilots.

The Board finds that it has no jurisdiction to include the Trans-Atlantic pilots. This service is operated under Order in Council P.C. 5742 and an agreement between the Crown and Trans-Canada Air Lines. Section 1 of the Order in Council is as follows:

(1) The Corporation shall, as the Agent of His Majesty, operate and maintain the said service under the control and direction of the Minister of Munitions and Supply (including the Deputy Minister of Transport).

Section 2 (1) (g) of the Regulations, P.C. 1003, defines employers as follows:

2. (1) (g) "Employer" means a person employing more than one employee and includes:

- (i) the National Harbours Board and
- (ii) any other body incorporated to act as an agent of His Majesty in right of Canada except any such body whose employees are entitled to a cost-of-living bonus under the order made by the Governor in Council on the twenty-sixth day of August, nineteen hundred and forty-one, for the payment of a cost-of-living bonus to employees of the Government of Canada (P.C. 6702), as amended; but does not include His Majesty or any person or corporation acting for or on behalf of or as an agent of His Majesty except as hereinbefore expressly provided;"

The Trans-Canada Air Lines was not incorporated to act as an agent of His Majesty in right of Canada. The stock of the Company

is held by the Canadian National Railways. In connection with its Trans-Atlantic service, however, Trans-Canada Air Lines is an agent of His Majesty in the right of Canada so that Trans-Canada Air Lines is not an employer within the meaning of the Regulations as to the Trans-Atlantic pilots.

In the opinion of the Board, Check pilots and Chief pilots should be excluded from the bargaining unit.

The exclusion of Check pilots, Chief pilots and Trans-Atlantic pilots from the bargaining unit does not mean that the persons now employed in these classifications by Trans-Canada Air Lines will be deprived of the benefit of any collective agreement which may be negotiated. They are still primarily pilots employed by Trans-Canada Air Lines and if and when they change their status as Check pilots, Chief pilots, or Trans-Atlantic pilots, they will revert to the position of pilot with their full seniority in the service of the Trans-Canada Air Lines. There is no good reason why a provision to this effect should not be included in the collective agreement.

There is nothing in the Regulations which prevents Mr. David Lewis Behncke from being appointed as a bargaining representative of the Association.

The bargaining representatives will be certified but the Check pilots, Chief pilots and Trans-Atlantic pilots will be excluded from the bargaining unit.

(Sgd.) G. B. O'CONNOR,
Chairman.

Capt. R. E. Hadfield, Capt. G. B. Lothian, for Applicant; F. W. Edge, Esq., J. H. Tudhope, Esq., for Respondent.

April 10, 1945.

Between: Canadian Seamen's Union, Applicant, and Canadian National (West Indies) Steamships, Limited, and Canadian Government Merchant Marine Limited, Montreal, Respondents.

The Board consisted of the Chairman and all other members except the Vice-Chairman.

Reasons for Judgment

This is an application by the union for certification of bargaining representatives elected or appointed by it for the employees of the respondents. The employers do not oppose certification but ask for the exclusion of two classes of employees—namely the chief stewards and West Indian employees who are engaged at their home ports in the West Indies under British Board of Trade Articles. They are not permitted to enter Canada without immigration permits and must be returned to their home ports.

The chief stewards should be excluded from the bargaining unit.

The Parliament of Canada, in the Canada Shipping Act, has legislated with respect to foreign-going ships registered in Canada and the Canada Shipping Act contains elaborate provisions governing the employment of seamen on these ships.

Section 163 of the Canada Shipping Act provides that the master of every British ship, other than home trade ships, inland water ships and minor waters ships of less than fifty register tons, shall enter into an agreement in accordance with the Act with every seaman whom he engages in Canada and carries as one of his crew.

Section 164 of the Act provides that when agreements with seamen in respect of ships registered in Canada are first opened in any part of His Majesty's dominions outside Canada their form and contents shall be those prescribed by the law of that part of such

dominions and if opened elsewhere than within His Majesty's dominions shall be those prescribed by the law of Canada.

The agreements with West Indian seamen are first opened in West Indian ports. The form and contents of the agreements are those prescribed by the law of the West Indian ports—viz: the Regulations of the British Board of Trade. To certify bargaining representatives to make a collective agreement for West Indian seamen under the Wartime Labour Relations Regulations, P.C. 1003, would invite conflict with the provisions of the Canada Shipping Act.

The bargaining representatives will be certified but the chief stewards and West Indian employees who are engaged at their own home ports under British Board of Trade Articles will be excluded.

(Sgd.) G. B. O'CONNOR,
Chairman

(Sgd.) A. J. HILLS
(Sgd.) A. DESCHAMPS
(Sgd.) E. R. COMPLIN,
(Sgd.) H. TAYLOR

We agree to certification but dissent as to exclusion of West Indian employees.

(Sgd.) A. R. MOSHER
(Sgd.) WM. L. BEST
(Sgd.) J. A. D'ACOST

D. Ferguson, Esq., J. A. Sullivan, Esq., for Applicant; F. W. Edge, Esq., R. B. Teakle, Esq., Wm. Adie, Esq., W. H. Rice, Esq., W. D. Gray, Esq. for Respondents.

April 12, 1945.

Between: Western Canadian Greyhound Employees' Union, Applicant, and Western Canadian Greyhound Lines, Limited, Respondent.

The Board consisted of the Chairman and all other members except the Vice-Chairman.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application by the union for certification of bargaining representatives appointed or elected by it. The correct name of the applicant is Local 1374 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The applicant seems unable to distinguish between the bargaining unit which it claims to be

appropriate and the union. Thus, the bargaining unit claimed to be appropriate is described in the application as "Western Canadian Greyhound Employees' Union consisting of employees employed as operators. . . ." This description was amended on January 15th and again on January 21st, 1945, but only as to the kind of employees sought to be represented. Finally, on February 23rd, 1945, the applicant made it clear to the Chief Executive Officer of the Board that it was only concerned about the employees in Winnipeg, Regina, Saskatoon, and Calgary and did not wish to include in the bargaining unit the

employees at Banff, Brandon, Dauphin, Drumheller, Edmonton, Fernie, Lethbridge, MacLeod, Nelson, Nipawin, Portage la Prairie and Prince Albert.

There are 332 employees on the employer's payroll of which 98 are motor coach operators. The applicant desires to include 182 employees of the above-mentioned points of which 58 are motor coach operators.

The employer contends that the proposed bargaining unit is not appropriate since it includes employees in each classification stationed at only four of its several centres of operation. The Board agrees with the employer's contention in this respect. To appoint bargaining representatives at four operating centres out of sixteen and to make no provision for the same classification of

employees at twelve intervening places would permit the employees at the intervening points to elect or appoint bargaining representatives who would be entitled to negotiate for separate collective agreements and this could easily lead to much confusion and dissatisfaction.

The application is dismissed without prejudice to the right of the union to make a new application and to name an appropriate bargaining unit.

(Sgd.) G. B. O'CONNOR,
Chairman.

L. O'Connell, Esq., J. A. Sullivan, Esq., for Applicant; J. Manley Edwards, Esq., M.P., L. Frizzell, Esq., for Respondent.

April 10th, 1945.

Between: The Shop Committee of Foster Wheeler Employees, Petitioner Appellant, and Foster Wheeler, Limited, and United Steelworkers of America (Local 2223), Respondents.

The Board consisted of the Chairman and all other members except the Vice-Chairman.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application for leave to appeal and an appeal by the Shop Committee of Foster Wheeler employees from that portion of an Order of the Ontario Board directing a vote which provides that "voters will be offered a choice as between the petitioner and the intervener". The Shop Committee is the petitioner and the United Steelworkers of America, Local 2223, is the intervener.

It is unnecessary to consider the issues dealt with by the Ontario Board or raised in the Notice of Appeal because it appears that the application was made by the Shop Committee of Foster Wheeler employees as a local union chartered by the Amalgamated Unions of Canada and the Shop Committee is no longer a union within the regulations, section 2 (1) (n) of which is as follows:

"2. (1) (n) "trade union" means a provincial national or international employees' organization, or a local branch chartered by, and in good standing with, such an organization".

At the time of the application, the Shop Committee was chartered by the Amalgamated Unions of Canada but subsequently it found difficulty in paying dues to the Amalgamated Unions and severed its connection with and

is no longer in good standing with that organization. If the bargaining representatives had been elected by a majority vote of the employees affected, pursuant to section 5 (1) of the Regulations, the Board could permit the Shop Committee to amend the application and to ask for certification of the bargaining representatives as an Employees' Association. Even if this were done, the application must be rejected as none of the three elections of bargaining representatives was by a majority vote of the employees. Bargaining representatives were elected in departments and none of them was ever elected by a majority vote of all the employees. For example, at one election one bargaining representative was elected by the four employees in the pattern shop, two by the thirty-nine employees in the foundry, two by the fifty-nine employees in the machine shop, and three by the one hundred and seventeen employees in the boiler shop.

Leave to appeal is granted but the appeal and the petition are dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

H. A. Rose, Esq., K.C. for Petitioner Appellant; J. L. G. Keogh, Esq., for Foster Wheeler, Limited; F. A. Brewin, Esq., for United Steelworkers of America, (Local 2223).

April 10th, 1945.

**Between: United Electrical, Radio and Machine Workers of America,
Local 528, Applicant Appellant, and Canadian Marconi Company Ltd.,
Montreal, and Canadian Marconi Employees' Council, Respondents.**

The Board consisted of the Chairman and all other members except the Vice-Chairman.

Reasons for Judgment

This is an appeal by the union from a judgment of the Quebec Labour Relations Board which held that the Quebec Board had no jurisdiction to certify bargaining representatives elected or appointed by the union because the work or undertaking did not fall within those enumerated in Schedule A of the Regulations, P.C. 1003. The Company manufactures radio equipment and from 80 to 90 per cent of its production is used for war purposes but it is not exclusively engaged in the production of naval, military, or air stores.

Under the Board's decision in the Dominion Oilcloth and Linoleum case (D.L.S. 7-509) this Board interpreted the words "engaged in the production of naval, military, or air stores" as confined to works, undertakings, or businesses which exclusively produce naval, military, or air stores.

Counsel for the appellant points out, however, that the employer has admitted in court proceedings that it falls within the Industrial Disputes Investigation Act as extended by Order-in-Council P.C. 3495 and contends that the interpretation clauses of P.C. 3495 are very similar to the provisions of Schedule A. The definition of "supplies" in P.C. 3495 is exceedingly flexible and includes "articles and equipment which in the opinion of the Minister of Labour would be essential for the needs of the Government or for the community in war".

Counsel for the appellant also contends that the employer is engaged in manufacturing or assembling aircraft parts within section 2 of Schedule A or in the production of implements of war within section 12 of Schedule A. The employer manufactures radios which are used in aircraft. Radios are generally used in warfare for communication or propaganda. As is stated in the Dominion Oilcloth and Linoleum case, this Board is not prepared to find that the Dominion has by the Regulations, P.C. 1003, encroached upon the usual provincial field except where it has done so by clear words. If it had been intended to include the business of manufacturing radios in Schedule A, it would have been a simple matter to do so. A radio is not an essential part of an aircraft. An aircraft will fly without a radio or a gun or a bomb. It is true that radios are used for aircraft and for warfare but many other common things, which are not included in Schedule

A, are used in warfare, even such insignificant things as pigeons or mice.

It is suggested that a limited number of employees are engaged in radio transmission. If so, a new application to certify bargaining representatives elected or appointed by these employees may be made.

The appeal is dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

(Sgd.) A. DESCHAMPS
(Sgd.) H. TAYLOR
(Sgd.) E. R. COMPLIN
(Sgd.) R. HARMEGNIES

Reasons for Dissenting Judgment

After careful consideration, the undersigned members of the Board who join in these dissenting Reasons for Judgment have reached the conclusion that the public interest will be seriously damaged and that the meaning, intent and purpose of P.C. 1003 will be violated and destroyed, if effect is given to the decision reached in this case by a majority of this Board, consisting of the Chairman and the other members who have subscribed to that judgment. We, therefore, not only record our dissent but our reasons for the same.

In our view, the practical and net effect of that judgment is to nullify P.C. 1003 completely as to the Province of Quebec, and to invite other provinces to repeal, or to refuse to enact, enabling legislation extending the provisions of P.C. 1003 to such provinces.

The main purpose and objective of P.C. 1003, namely, the standardization and clarification of the principles and policies to be followed in the Dominion of Canada with respect to collective bargaining, would thus be destroyed. Having regard to this, we view the decision, and its possible consequences, with such alarm that we feel that we should state at the outset, and not in any mood of petulance or threat, that unless effective action is taken at once to reverse or correct the view expressed in the majority decision of this Board, so that P.C. 1003 and the Labour Relations Board (National) will be able to serve the purposes for which the Order in Council was passed and the Board was appointed, we will, each of us, find it necessary to report the situation completely to the respective organization which nominated or suggested or approved of our appointment.

The facts of this case, and the principles which apply, are relatively clear, and even simple.

The Canadian Marconi Company Ltd., Montreal, carries on the business of manufacturing wireless equipment and parts for aircraft in the city of Montreal. It was admitted, both before the Quebec Labour Relations Board and before this Board, that about 90 per cent of the Company's production is so engaged and this is further confirmed in a letter dated November 15, 1944, from Mr. Justice Boivin, Chairman of the Quebec Board, and unchallenged either by the Company or the Employees' Council. It was further admitted that, at least as of the 27th October, 1943,

"the industry in which the defendant company is engaged has been continuously and still is, since the beginning of the war, an industry described in P.C. 3495 as amended by P.C. 1708" . . .

Counsel for the Company contended that this admission could have no effect, or should not have any effect, on our proceedings and that the admission was only given, and could only have effect, in relation to criminal proceedings which are now proceeding in the Courts of Quebec as a result of action taken by the Minister of Labour under P.C. 4020 on the ground of alleged dismissal by the Company of an employee, or employees, for Union membership or activity and refusal by the Company to reinstate such employee, or employees, after so being ordered by the Minister of Labour pursuant to P.C. 4020.

It would appear to us to be immaterial whether the Company's contention as to the binding character of the admission of 27th of October, 1943, is or is not upheld in the proceedings before us, because, while Counsel for the Company contended that the admission was not binding upon us, or as to the hearing before our Board, there was no suggestion from him, even the slightest, that the facts as they prevail today are in any way different from the facts as they prevailed at the time the Company, through its Counsel, made the admission above quoted. Certainly neither Counsel for the Company nor for the Employees' Council raised any objection either to the accuracy of the statements concerning the production of the Company for war purposes or the accuracy of the statement contained in the letter of the Chairman of the Quebec Board,

"that 90% of the production of the Company is for war purposes";

nor was any issue raised as to the accuracy of the report of the inspector of the Quebec Board, upon which Mr. Justice Boivin appears to have made the above statement, which inspector's report, Mr. Justice Boivin states,

"is to the effect that about 90% of the production is for war purposes, the balance being for civilian needs".

Upon the basis of this report the Quebec Board on the sole and single ground that less than 100% of the Company's production was for war purposes, refused to consider the appellant's application to be certified as the bargaining agency of the specified unit of the employees of the Company.

In our view this judgment of the Quebec Board is unsound. It repudiates and ridicules the basic objectives and purposes for the achievement of which P.C. 1003 was enacted and this Board appointed.

The application of P.C. 1003, in provinces which, like Quebec, have not adopted enabling legislations to extend the application of P.C. 1003, is to be found in Section 3 of the Regulations, supplemented by Schedule "A". As to this case, the employees, if they are covered, are those as set out in Section 3 (1) (b), who

"are employed upon or in connection with a work, undertaking or business that is essential to the efficient prosecution of the war".

One must also read Section 3(2) with the above, that for the purposes of Section 3(1)(b)

"the employees employed in a work, undertaking or business described in Schedule "A" to these Regulations, and no others, shall be deemed to be employed in connection with a work, undertaking or business that is essential to the efficient prosecution of the war".

It is quite obvious that the term "and no others" in Subsection (2) above quoted, relates to the immediately preceding words "work, undertaking or business described in Schedule "A" to these Regulations". Otherwise, and if the reasoning of the majority decision of this Board and the decision of the Quebec Board are allowed to stand, any employer in Quebec, or in any other province which has not enacted enabling legislation extending the application of P.C. 1003, could completely shield himself and his business against the application of P.C. 1003, and render that Order in Council quite powerless and without any effect, merely by engaging even one employee, or by diverting the production of only one employee, to civilian needs as contrasted with war purposes.

Indeed, it would not be necessary for an employer, in carrying out such a plan of destroying the effectiveness of P.C. 1003, to engage any specific employee, or divert the production of any specific employee, regularly for civilian needs instead of war purposes. An employee could be so engaged, or his or her production could be so diverted to civilian needs, instead of war purposes, and could be altered as between production, for war purposes or civilian needs, from day to day or even from hour to hour. If the reasoning of the majority decision of the Board or the decision of the Quebec Board is accepted, such an

employer would still be in the secure position of being able to assert that less than 100% of his production was for war purposes, and that he and his business were therefore immune from the application of P.C. 1003.

Any interpretation of P.C. 1003 which purports to give legal validity to such a proposition or situation, demonstrates, in itself, the complete fallacy and error of, and the ridiculous results which result from, any such interpretation.

Counsel for the Employees' Council based much of his argument on the judgment of this Board in the case in which Plastic and Linoleum Workers Local 677 were applicants and the Dominion Oilcloth and Linoleum Co. Ltd. and Barry and Staines Linoleum (Canada) Ltd. were respondents. It is quite clear that the case so relied upon does not in any way furnish any support for the majority decision in this case that the Canadian Marconi Co. Ltd., Montreal, is not within the jurisdiction of P.C. 1003.

In the Dominion Oilcloth case, as the judgment of the Board shows, the question of the Board's jurisdiction depended upon the interpretation which should be given to Section 12 of Schedule "A", and particularly to the last words in that Section, which words are underlined in the Board's judgment, namely,

"naval, military or air stores".

There was no suggestion in the Dominion Oilcloth case that the production of either of the Companies was designed, or that its use was intended or was to be diverted for war purposes. The Dominion Oilcloth Company produced linoleum and oilcloth, whether such production was to be used for war purposes or for civilian needs, and while the Company also did work on "army duck" for war purposes, the Board's Reasons for Judgment indicate that this work only constituted 17.5% of the company's total output for the previous five months, and that in any event the contract for such work was to expire in June, 1944.

As to the other Company which was a party to that case, namely, the Barry & Staines Linoleum (Canada) Ltd., the Reasons for Judgment similarly disclose that the Company manufactured linoleum products, irrespective of their intended use or diversion, and that while it also made "camouflage nets", that production only constituted 12.4% of the company's output in 1943, and only 12.9% of the company's output in 1944, up to the time of the judgment referred to.

The Board's judgment in that case, and if any other interpretation is applied to it the judgment should be reviewed and revised, rested entirely upon the general character of the term "naval, military or air stores", which

as the Reasons for Judgment pointed out, might well cover even butter and eggs. Because of that general character of those particular words, namely, "naval, military or air stores", and also because of the unsubstantial portion of the company's undertaking or production which was related to war purposes as contrasted with civilian needs, the National Board upheld the Quebec Board's ruling in that case that it did not have jurisdiction to deal with the application for certification.

The facts, and likewise the principles, to say nothing of the relevant sections of the Regulations, which are involved in this Canadian Marconi case, differ entirely from the Dominion Oilcloth case. Apart from the fact that indisputably 90% of the production of the Marconi Company is for war purposes and not for civilian needs, we were informed and the assertion was not contradicted, that the products manufactured by the Canadian Marconi Company, to say nothing of its work in connection with wireless equipment, are manufactured in a particular style, and according to definite standards and specifications, to enable them to be fitted into aircraft. This brings the Company most clearly within Section 2 of Schedule "A" of P.C. 1003, which covers "a work, undertaking, or business engaged in manufacturing or assembling aircraft parts".

The Quebec Board and the majority decision in this case of the National Board attempt to read Section 2 of the Schedule as if the word "solely" appeared after the word "engaged". As we have shown, it is obvious that it is neither practicable, nor in conformity with the purposes of the Regulations, to attempt to read any such term gratuitously into the Schedule or the Regulations.

The Quebec Board and those who have associated themselves with the majority decision in this case of this Board, as well as Counsel for the Company, and the Employees' Council, attempt to give P.C. 1003 a restricted and a restrictive application, as if it referred only to certain and described specific articles and solely to such articles. It is obvious that P.C. 1003, and that all wartime Regulations dealing with labour matters, including P.C. 3495 which extended the scope of the Industrial Disputes Investigation Act, or P.C. 2685 which sets out the principles that should prevail between employers and employees in respect to collective bargaining, consistently emphasize not the character, nor even the type, of the goods or articles produced, but the relationship to the efficient prosecution of the war or the work, undertaking or business which produces such goods and articles.

This is borne out by the very opening recital of P.C. 1003 in which it is recited that:

"Whereas it is deemed to be in the public interest, especially during the war period and more particularly in *industries essential to the prosecution of the war*, that employers and employees collaborate for the advancement of the enterprises in which they are engaged;"

The above-quoted recital makes it clear that the Regulations which constitute P.C. 1003 are intended to deal with and what the nation is concerned with:

"industries essential to the prosecution of the War" and that it is these industries which are covered by Section 3(2) of P.C. 1003 and by the Schedule. How can it be argued or even suggested that a work, undertaking or industry, 90% of whose production is used for war purposes, is anything else but an industry that is "essential to the prosecution of the war".

As a matter of fact, the Quebec Board itself has shown a strange inconsistency with respect to its jurisdiction. We were advised, and it was not questioned or contradicted, that the Quebec Board has ruled that it possesses jurisdiction in respect to the R.C.A. Victor Company of Montreal, a company which is engaged in exactly the same sort of production as the Canadian Marconi Co. Ltd., Montreal, 98% of whose production is for war purposes and not for civilian needs. It cannot be argued surely that a firm of whose production 98% is for war purposes is "exclusively engaged" in production for war purposes but that a firm of whose production, 90% is for war purposes is not so engaged. It would be interesting to examine any reasoning upon which such a contention would be put forward.

The main argument in support of the contention of the Respondents was made by Counsel representing the Employees' Council, but while Mr. Forsyth, Counsel for the Company, stated that "as far as the company is concerned we have not taken any sides in that struggle and we do not propose to take any"—referring to the contest between the applicant Union and the Employee's Council—Mr. Forsyth made it quite clear that as to any question of the application of P.C. 1003 he occupied the same ground and position as the respondent Employees' Council and that any suggestion that P.C. 1003 applied to the Canadian Marconi Co. Ltd., constituted "a contravention to provincial jurisdiction".

The public opinion, policy, and interests of Canada have equally recognized and proceeded upon the basis that the responsibility of ensuring effective prosecution of the war, and of guarding Canada's interests during the war, imposes extra authority and responsibility

upon the Dominion Government. The contentions of Counsel for the Company and for the Employees Council, and the decisions of the Quebec Board and of a majority of this Board, deal with the question of Dominion jurisdiction, and with the relationship between P.C. 1003 and undertakings which are related to the effective prosecution of the war, as if no war was being carried on in which Canada was engaged or as if the effective prosecution of the war was not the major and governing interest of our activities, Dominion or Provincial, legal or otherwise.

If the Canadian Marconi Co. Ltd., Montreal, is not a war industry within the meaning of P.C. 1003, there is hardly an industry in Canada which could be stated to be a war industry. We decline to accept any view so destructive of P.C. 1003 and the aims and purposes to which the Order-in-Council is related. If the Quebec Wartime Labour Relations Board is not willing to accept jurisdiction over "industries essential to the prosecution of the war", it is our view, and we so recommend, that the Dominion should revoke any delegation of powers to the Quebec Board with respect to P.C. 1003, and that jurisdiction be vested in the National Board to deal with proceedings initiated under P.C. 1003 either in that province, or in any other province which declines to accept to carry out conscientiously the obligations of and fulfil the objectives of P.C. 1003.

It is far more important in our opinion that it should be made quite clear that P.C. 1003 is being applied evenly and equitably throughout Canada, thereby advancing the interests and war aims of the country, than to yield to or adopt some artificial fiction that in the Province of Quebec, or in any other province like-minded, P.C. 1003 covers "industries essential to the prosecution of the war", when, as to such province, no such application is in fact in operation. We refuse to be a party, in any sense or in any manner, to a situation which would not only make P.C. 1003 useless and discredit and nullify its purpose and intent, but perhaps even promote industrial instability throughout the country.

It is for these reasons, and because we feel that when we accepted appointment upon this Board we were expected to discharge an obligation to the country at large, that we reiterate, sincerely but emphatically, as we indicated at the outset of these Reasons, that, unless effective action is promptly taken to correct the situation created by the decision of the Quebec Board and the majority decision of this Board, we will each be obliged to report the whole matter fully to those who suggested, nominated or approved our

appointment upon this Board. We feel it necessary likewise, and at once, to call the attention of the Minister of Labour and the Prime Minister himself to this situation and the unfortunate implications and equally unfortunate possible consequences and results which may be projected or projected by the decision against which we so vigorously dissent.

(Sgd.) A. R. MOSHER.

(Sgd.) WM. L. BEST.

(Sgd.) J. A. D'Aoust.

My dissent from the majority decision is on the grounds that the company by admission

of Counsel and by its own advertising and radio broadcasts is almost exclusively employed on war work, and is therefore within the Quebec Board's jurisdiction pursuant to Section 3 (1) (b) of the Regulations.

(Sgd.) A. J. HILLS.

A. Feiner, Esq., D. Betts, Esq., G. Harris, Esq., for Applicant Appellant; L. A. Forsyth, Esq., K.C., for Canadian Marconi Co., Respondent; G. Lacroix, Esq., K.C., for Marconi Employees' Council, Respondent.

April 10th, 1945.

**Between: Retail Clerks International Protective Association, Local 832.
Applicant Appellant, and Canadian Distributors' Union, Shop-Easy
Employees and Shop-Easy Stores Ltd., Winnipeg, Respondents.**

The Board consisted of the Chairman and all other members except the Vice-Chairman.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal by the Retail Clerks International Protective Association, Local 832, from that portion of the decision of the Manitoba Labour Relations Board directing a vote which provides that the name of the Canadian Distributors' Union shall be included in the ballot. The appeal is taken on the ground that the administration of the Canadian Distributors' Union, in common with all the unions affiliated with the Canadian Federation of Labour, is dominated by employers.

The material in support of the application consists of affidavits filed with the Manitoba Board. The deponents were unwilling to appear for cross examination or to have their names disclosed except to the Board. The Manitoba Board very properly hesitated to act on evidence of this kind and found that no basis had been laid for refusing to include the name of the Canadian Distributors' Union in the ballot. This Board agrees with the Manitoba Board that the affidavits tendered were not proper evidence.

The Manitoba Board summoned the parties before it and the record shows the following appearance: "For Canadian Federation of Labour and Canadian Distributors' Union, Mr. Allan Meikle". Under date of March 19th, 1945, Miss May Farrell, the secretary of the Shop-Easy Employees' Local of the Canadian Distributors' Union, advised the Board that this Local had no connection with the Canadian Federation of Labour or any other

Labour body and under date of March 24th, 1945, Mr. W. T. Burford, the secretary-treasurer of the Canadian Federation of Labour, advised the Board that the said Local was not and never had been either affiliated with or chartered by the Canadian Federation of Labour and the Federation had not received from it any application or other communication. On the letterhead of the Canadian Federation of Labour appears the name "President, Allan Meikle" and one naturally wonders why the President of the Canadian Federation of Labour appeared for the Federation on the application if the Federation had no connection with the Local and had not received any application or communication from it. However, this unusual circumstance affords no sufficient reason for excluding the name of the Canadian Distributors' Union from the ballot. The investigating officer of the Manitoba Board, after an inspection of records, found that of 42 employees affected 24 were regular members of the Retail Clerks International Protective Association, Local 832.

The Canadian Distributors' Union claimed that out of 36 employees affected by their application, 19 had designated or selected collective bargaining representatives. The Manitoba Board fixed the bargaining unit as including the office clerks. This is in accordance with the decision of the National Board in the Western Grocers, Prince Albert, case (D.L.S. 7-508) in which other Locals of the same unions were interested. The number of employees affected is, therefore, 42 and it has not been established that a majority of them were members of the Canadian Distributors' Union Shop-Easy Employees Local.

In the Wright-Hargreaves and Sylvanite case (D.L.S. 7-542, at page 7-544, which judg-

ment was rendered after the judgment of the Manitoba Board in this case) this Board stated a number of proposed rules including the following:

"(4) If the Board finds that the majority of the employees affected who belong to the applicant union is not substantial or that an important section of the alleged majority consists of employees who are not regular members but who have signed requests for the applicant union to elect or appoint bargaining representatives on their behalf, the Board will in most cases, on the application of the employer, direct a vote.

(5) The Board will not include in the ballot the name of any intervening or competing union unless the Board is also *prima facie* satisfied that a majority of the employees affected are members of the competing or intervening union. This will rarely happen and it can only happen if some of the employees affected belong to or sign authorizations for more than one union so that they may be deemed to be members of two or more unions."

The statement in rule 4 that "the Board will in most cases, on the application of the employer, direct a vote" was not intended as exclusive—that is the Board may direct a vote on the application of any interested union or Employees' Association.

Rule 5 was intended to make it easier for a union or an Employees' Association to obtain certification of its bargaining representatives.

In the Packard and Philco case (D.L.S. 7-527) a majority of the members of this Board found "In the view of the Board the regulations provide that a union or an Employees' Organization must secure the support of a majority of the employees affected, namely, those entitled to vote in order to obtain cer-

tification." The Board adopted rule 5 in the Wright-Hargreaves and Sylvanite case in order to make it easier for a union or Employees' Association to obtain certification of its bargaining representatives because this Board felt that it was more difficult for a union or Employees Association to secure a majority of all the employees affected if more than one name was put on the ballot. There was, of course, the procedure of the "run-off" vote adopted by the Ontario Board in the Wright-Hargreaves case (D.L.S. 7-1156) but the National Board does not feel that a "run-off" vote is consistent with the regulations.

The proposed rules stated by this Board in the Wright-Hargreaves and Sylvanite case are intended to assist in obtaining certification. It is apparent, however, that many employees—especially those familiar with the practice of the Ontario Labour Court—misconstrue rule number 5 and would prefer that the names of two or more unions appear on the ballot even if this makes it more difficult to secure certification.

The Board directs that the name of the Canadian Distributors' Union shall be excluded from the ballot.

The appeal is allowed.

(Sgd.) G. B. O'CONNOR,
Chairman.

P. R. Bengough, Esq., J. A. Sullivan, Esq.,
R. C. McCutchan, Esq., for Applicant
Appellant; J. L. Kemp, Esq., for Shop-
Easy Stores Limited.

April 10th, 1945.

Between: Sunshine Workers' Union, Appellant Intervener and Sunshine Waterloo Company Ltd., Waterloo, Ont., Respondent and Local 392, United Steelworkers of America, Petitioners Respondent and International Association of Machinists, Intervener Respondent.

The Board consisted of the Chairman and all other members of the Board except the Vice-Chairman and Mr. Harmegnies.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal by the Sunshine Workers' Union from a judgment of the Ontario Board directing a vote. The chief ground of appeal is that the Sunshine Workers' Union was certified by the Ontario Labour Court on February 8, 1944, and subsection 3 of section 13 of the Ontario Collective Bargaining Act provided that no certificate granted by the Labour Court could be revoked within one year from its date except on the ground of fraud affect-

ing the granting thereof. The Ontario Act was repealed on April 6, 1944, except as to proceedings then pending but it was provided that the officers of a trade union certified under the Act should be deemed to have been certified as bargaining representatives under the Wartime Labour Relations Regulations (Order in Council P.C. 2301 of March 30, 1944, L.G., April, 1944, p. 478).

The Ontario Board did not accept this contention pointing out that the only limit on applications for certification is section nine of the Wartime Labour Relations Regulations under which new bargaining representatives may not be elected until the expiry of ten months of a collective agreement.

A collective agreement was executed by the employer and the Sunshine Workers' Union in

June, 1942, to remain in force during the war but more than ten months of this period has expired.

This Board agrees with the decision of the Ontario Board on this issue and rejects the appeal taken on this ground.

Exception is also taken by the Sunshine Workers' Union to the division of the employees into two constituencies, one of craftsmen and the other for remaining employees. In the opinion of this Board, the International Association of Machinists, a craft union which intervened, was entitled to have the vote taken in this way.

Exception was also taken by the Appellant Union to the segregation of the votes of employees temporarily employed on a Selective Service agricultural permit.

Between: International Association of Machinists, Lodge 712, Applicant Respondent, and Noorduyn Aviation Limited, Appellant

The Board consisted of the Chairman and all other members of the Board except the Vice-Chairman and Mr. Harmegnies.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

The Association filed with the Quebec War-time Labour Relations Board, under date of March 1, 1945, charges *inter alia* that the Company had violated the provisions of the War-time Labour Relations Regulations in having failed to comply with the provisions of a collective agreement entered into between the said parties under date of April 13, 1943, governing lay-offs of employees, and in having failed to comply with the decision of a Board of Arbitration established under the said agreement.

The Quebec Board held a hearing to inquire into the said charges at which both parties were represented. The chief point at issue at the hearing and in the consideration of these charges was the question of whether the said agreement of April 13, 1943, terminated on June 30, 1944, when the notice of termination given by the Association expired, or whether the agreement continues in effect while negotiations for a new agreement are in progress between the parties. The Quebec Board decided that the agreement continued in effect during negotiations for a new agreement.

On appeal, the Company took exception to the jurisdiction of the Quebec Board.

By section 45 of the Regulations, no prosecution may be instituted for contravention of the Regulations without the consent of the

This Board has never attempted to exclude temporary employees as such from the bargaining unit, and accordingly is of the opinion that the temporary employees should be included in the bargaining unit.

The appeal is dismissed but the Ontario Board will count the votes of the temporary employees referred to, and they will be included in the bargaining unit.

(Sgd.) G. B. O'CONNOR,
Chairman.

J. K. Sims, Esq., for Appellant Intervener;
H. J. Padget, Esq., C. Kidd, Esq., for
Petitioners Respondent; A. Reith, Esq.,
for Intervener Respondent.

April 24, 1945.

Board. The hearing held by the Board in this instance was primarily for the purpose of dealing with the charges of contravention of the Regulations made by the Association against the Company as a condition precedent to the issue of such consent and for this purpose, the Board being vested with the powers of a Commissioner under the Inquiries Act undoubtedly has the authority to proceed with the hearing and render a decision thereon.

The Company further objected to the decision of the Quebec Board and its findings that the collective agreement continued in effect during the period of negotiations for a new agreement. The Quebec Board based its findings on the words in sub-paragraph (b) of the clause relating to renewal and termination as follows:

(b) In the event of written notice of termination having been given by either party, as provided for in clause 21 (a), negotiations shall be carried on during the period of notice of termination with a view to arranging another agreement. During the period of such negotiations this agreement shall remain in full force and effect.

The Quebec Board distinguishes between the words "negotiations shall be carried on during the period of notice of termination" and the words "during the period of such negotiations" and found that the first part of the clause requires the parties to begin negotiations and the latter does not limit the period of negotiation but provides that during this indefinite period the agreement "shall remain in full force and effect".

The relevant clause of the agreement is ambiguous but this Board agrees with the finding and decision of the Quebec Board in this matter and holds that the collective agreement

of April 13, 1943, did not terminate on June 30, 1944, but remains in effect during the period of negotiations for a new agreement. It therefore follows that the Company was bound by the seniority clause of the agreement during that time and that the Arbitration Board had the authority to function pursuant to the agreement.

While the Board has concurred in the findings and decision of the Quebec Board on the above matters, it is of the opinion that the Quebec Board went beyond its authority in ordering the Company to recognize and apply the agreement of April 13, 1943, and give effect to the Arbitration Committee decision on the seniority clause.

The Wartime Labour Relations Regulations do not authorize a Board to grant specific performance of a collective agreement. Section 10 (5) provides that every party to a collective agreement shall do everything he is,

by the collective agreement, required to do and a breach of this section is an offence under the Regulations. Section 45 of the Regulations provides there shall be no prosecution for any offence under the Regulations except by, or with the consent of, the Board. The jurisdiction of the Board is therefore confined to instituting or consenting to prosecutions for an offence under the Regulations.

The Order of the Quebec Board will be varied by striking out the provision for specific performance of the collective agreement and, subject to this, the appeal will be dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

N. H. Bell, Esq., C. H. Chesley, Esq., A. I. Smith, Esq., for Appellant; I. Burman, Esq., R. Haddow, Esq., for Applicant Respondent.

April 25th, 1945.

Conciliation Proceedings Under The Wartime Labour Relations Regulations

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

Board Reports Received

During April reports were received from twelve Boards of Conciliation:—

Concerning The Joseph Stokes Rubber Company Limited, Welland, Ontario, and United Electrical, Radio and Machine Workers of America, Local 523.

Concerning Seiberling Rubber Company of Canada Limited, Toronto, Ontario, and United Rubber Workers of America, Local 118.

Concerning Peacock Brothers Limited, Ville LaSalle, Quebec, and International Association of Machinists, Lodge 631.

Concerning National Electric Mfg. Company, Toronto, Ontario, and United Electrical Radio and Machine Workers of America, Local 512.

Concerning Moffats Limited, Weston, Ontario, and United Steelworkers of America, Local 3129.

Concerning Dairy Pool Co-operative Marketing Association, Prince Albert, and Local 241, United Packinghouse Workers of America.

Concerning Canadian Car and Foundry Company, Limited Brantford, and United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.-C.I.O., Local 397.

Concerning Macassa Mines, Kirkland Lake, and Local 240, Kirkland Lake Mine and Mill Workers' Union.

Concerning Anaconda American Brass Limited, New Toronto, Ontario, and New Toronto Brass and Copper Workers' Union, Local 811.

Concerning Corbin Lock Company of Canada, Belleville, Ontario, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), Local 426.

Concerning Cariboo Gold Quartz Mining Company Limited, and International Union Mine, Mill and Smelter Workers, Local 685.

Concerning Bush and Miller Company, Elburne, B.C., and International Woodworkers of America, Local 1-217.

Boards Fully Constituted

During April nine Boards of Conciliation were fully constituted:—

Wm. Russell and Sons, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between Wm. Russell and Sons, Windsor, Ontario, and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America was fully constituted on April 6, with the appointment of Mr. McGill Allen, Windsor, Ont., as Chairman of the Board, on the joint recommendation of the other two members of the Board. Mr. Wm. Murray, Windsor, Ont., and Mr. John T. Breeze, Windsor, Ont. were appointed on the nomination of the employer and employees respectively.

Midland Shipyards Limited, Midland, Ontario.—The Board of Conciliation established to deal with a dispute between Midland Shipyards Limited, Midland, Ontario, and Industrial Union of Marine and Shipbuilding Workers, Local 9, was fully constituted on April 5, with the appointment of Mr. Justice F. H. Barlow, Toronto, Ont., as Chairman of the Board on the joint recommendation of the other two members of the Board. Mr. Frank Wilkinson, Toronto, Ont., and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

H. Krug Furniture Company Limited, Kitchener, Ont.—The Board of Conciliation established to deal with a dispute between H. Krug Furniture Company Limited, Kitchener, Ont., and Local 8, Canadian Aircraft Workers' Association, was fully constituted on April 30, with the appointment of Mr. Justice W. D. Roach, Toronto, Ont., as Chairman of the Board, on the joint recommendation of the other two members of the Board. Mr. A. W. Boos, Kitchener, Ont., and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

Keystone Shingles and Lumber Company Limited, New Westminster, B.C.—The Board of Conciliation established to deal with a dispute between Keystone Shingles and Lumber Company Limited, New Westminster, B.C., and Local 1357, International Woodworkers of America, was fully constituted on April 10, with the appointment of Mr. Henry L. Edmonds, K.C., New Westminster, B.C. as Chairman of the Board, on the joint recommendation of the other two members of the Board. Mr. G. H. Darrell, Vancouver, B.C., and Mr. Hugh Clark, New Westminster, B.C., were appointed on the nomination of the employer and employees respectively.

Imperial Optical Company, Toronto, Ontario.—The Board of Conciliation established to deal with a dispute between Imperial Optical Company, Toronto, Ont., and Local 514, United Electrical Radio, and Machine Workers of America, was fully constituted on April 23, with the appointment of Dr. Alexander Brady, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. E. MacAulay Dillon, Toronto, and Mr. Irving Himel, Toronto, were appointed on the nomination of the employer and employees respectively.

Fraser Valley Fibre Flax Co-operative Association, White Rock, B.C.—The Board of Conciliation established to deal with a dispute between Fraser Valley Fibre Flax Co-operative Association, White Rock, B.C. and Fibre Flax Workers' Union, Local 1, was fully constituted on April 10, with the appointment of Mr. F. M. Clement, Vancouver, B.C., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. D. M. Thompson, New Westminster, B.C., and Mr. John Turner, Vancouver, B.C. were appointed on the nomination of the employer and employees respectively.

Dominion Button Manufacturers Limited, Kitchener, Ont.—The Board of Conciliation established to deal with a dispute between Dominion Button Manufacturers Limited, Kitchener, Ont., and the National Union of Textile Workers, was fully constituted on April 17, with the appointment of His Honour Judge Ian Macdonell, Toronto, as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. A. W. Boos, Kitchener, Ont., and Mr. Lawrence Sefton, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

Bralorne Mines Limited, Bralorne, B.C.—The Board of Conciliation established to deal with a dispute between Bralorne Mines Limited, Bralorne, B.C., and Bralorne Miners' Union, Local 271, was fully constituted on April 3, with the appointment of Mr. J. A. Grimmett, Vancouver, B.C., as Chairman of the Board, on the joint recommendation of the other two members of the Board. Mr. Edward Campbell, Trail, B.C., and Mr. Malcolm MacLeod, Vancouver, B.C., were appointed on the nomination of the employer and employees respectively.

Massey-Harris Company Limited, (Toronto Works) Toronto, Ont., (Weston Works) Wes-

ton, Ont., (Verity St. and Market St. Works) Brantford, Ont.—The Board of Conciliation established to deal with a dispute between Massey-Harris Company Limited (Toronto Works), Toronto, Ont., (Weston Works), Weston, Ont., and (Verity St. and Market St. Works) Brantford, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, was fully constituted on April 16, with the appointment of Hon. Mr. Justice W. D. Roach, Toronto, Ont., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. J. J. Robinette, Toronto, and Mr. Bora Laskin, Toronto, were appointed on the nomination of the employer and employees respectively.

Boards Established

During April four Boards of Conciliation were established but not fully constituted.

Concerning R.C.A. Victor Company Limited, Montreal, Quebec, and International Brotherhood of Electrical Workers Local 1028-B.

Concerning Dominion Tar and Chemical Company Limited, Montreal, Quebec, and Employees' Federal Union, Local 173 (T. and L.C. of Canada).

Concerning Dominion Engineering Works Limited, Longueuil, Quebec, and Local 1596, International Association of Machinists.

Concerning Champion Spark Plug Company of Canada Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and the signing of an agreement:

Concerning Dominion Bridge Company Limited and Riverside Iron Works Limited, Calgary, Alberta, and International Union, Mine, Mill, and Smelter Workers, Local 800.—F. E. Harrison, Conciliation Officer.

Concerning Amalgamated Electric Corp., Ltd., Toronto, Ont., and Local 514, United Electrical Radio and Machine Workers of America.—J. P. Nicol, Conciliation Officer.

Assignment of Conciliation Officers

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

Concerning York Knitting Mills Limited (Knitting Division) Toronto, Ont., and National Union of Textile Workers, Local 4,—F. J. Ainsborough, Conciliation Officer.

Concerning Greater Winnipeg Sanitary District, Winnipeg, Man., and Greater Winnipeg Sanitary District Employees' Unit, One Big Union,—Thomas Williams, Conciliation Officer.

Concerning School District of West Kildonan, No. 8, West Kildonan, Man., and West Kildonan Civic and School Board Employees' Unit, One Big Union,—H. S. Johnstone, Conciliation Officer.

Concerning Municipality of West Kildonan, West Kildonan, Man., and West Kildonan Civic and School Board Employees' Unit, One Big Union,—H. S. Johnstone, Conciliation Officer.

Concerning International Nickel Company of Canada, Sudbury and Port Colborne, and Locals 598 and 637, International Union of Mine, Mill and Smelterworkers,—F. J. Ainsborough, Conciliation Officer.

Concerning Firestone Tire and Rubber Company of Canada Limited, Hamilton, Ont., and Local 113, United Rubber Workers of America,—F. J. Ainsborough, Conciliation Officer.

Concerning Cockshutt Plow Company Limited, Brantford, Ont., and Local 458, United Automobile, Aircraft and Agricultural Implement Workers of America,—J. P. Nicol, Conciliation Officer.

Concerning Canadian Durex Abrasives Limited, Brantford, Ont., and Local 397, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America,—J. P. Nicol, Conciliation Officer.

Concerning Canadian Automotive Trim, Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), Local 195,—J. P. Nicol, Conciliation Officer.

Concerning Canada Bread Company Limited, Toronto, Ont., and Amalgamated Bakers and Confectioners of Toronto,—F. J. Ainsborough, Conciliation Officer.

Concerning Bendix-Eclipse of Canada, Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America,—J. P. Nicol, Conciliation Officer.

Concerning Bell Thread Company, Hamilton, Ont., and Canadian Thread Makers' Union,—H. Perkins, Conciliation Officer.

Report of Board in Dispute between Joseph Stokes Rubber Company, Ltd., Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America

On April 13 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between the Joseph Stokes Rubber Company, Ltd., Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America.

The Board was under the chairmanship of Dr. Alexander Brady of Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members; Mr. Murton A. Seymour, K.C., of St. Catharines, Ont., and the Rev. Dr. Harvey G. Forster, Welland, Ont., appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003 and Joseph Stokes Rubber Co., Welland, Ontario, and the Electrical Radio and Machine Workers of America, Local 523.

To:

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

Sir:

The Board of Conciliation appointed by you has investigated the dispute between the parties mentioned above, has endeavoured to effect conciliation, and begs now to submit its report.

The Board first met and heard evidence from the parties on December 21, 1944, in Welland. Those present at this meeting were Mr. L. R. Leaver, Vice-President of the Company, Mr. R. B. Law, K.C., counsel for the company, Mr. C. R. Sullivan, business representative for the Union, and Mr. T. Bowman, president of the Union. The cause of the dispute was a series of thirty-four proposed changes in the renewal of an agreement put forward by the Company in order mainly to make the agreement conform with the Labour Relations Policy of the Thermoid Company of Trenton, New Jersey, which in the course of the year had purchased a controlling interest in the Stokes Rubber Company. The points of disagreement between the union and the company ranged widely over many matters of detail. After discussion of these points the Board recommended that both parties should renew negotiations, reduce to the minimum the extent of disagreement,

and then submit to the Board at a later hearing the matters on which they still could not agree. This procedure was followed in good faith by both parties and agreement was reached on many details. On March 2 the Board met the parties once more, and heard argument on the remaining points in dispute. These points and the recommendations of the Board pertaining to them may now be summarized:

(i) There was disagreement as to the content of Article three, section 1, (c) in the New Argument proposed by the Company. This section deals with the transfer of an employee from one department to another in the event of a protracted layoff, and refers to the transfer of the employee "to the job performed in any other department which he or she is capable of performing *in the opinion of the management*, and which is held by the employee next below him in seniority." The Union objects to the inclusion of the phrase "in the opinion of the management" as likely to exclude any grievance procedure when an employee feels that he or she has been unfairly discriminated against by, say, a foreman but the Union admits that management ordinarily must have the final decision in the matter of transfers. The Board unanimously recommends that in order to meet the point raised by the Union there should be added to the final sentences of article three, section 1, (c) the clause "provided that in the event of any dispute the clauses, *a, b, c, d*, only of the grievance procedure shall apply". The Board believes that the addition of such a clause to (c) dealing with protracted layoffs, will guarantee that an aggrieved employee will have a proper opportunity to submit his grievance to top management.

(ii) The second remaining matter of disagreement centred on the objection of the Union to the proposed omission in the agreement of what had formerly been paragraph *n* in Article three, which had read: "Union Executives shall receive top seniority rating on a plant-wide seniority list, provided they can qualify to perform operations on jobs available. These cases to be mutually agreed upon between the Company and the Union." The Board recommends that paragraph *n* be not re-inserted.

(iii) The third cause of disagreement pertained to the composition of the Safety Committee provided for in Article six, section 11, (2) of the proposed agreement which states: "There shall be a Safety Committee

composed of two representatives from the management staff and two representatives from the employees, appointed by the management". The Union objects to this sentence which deprives it of the right exercised in the former agreement to appoint two members to the committee.

The Board unanimously recommends that in place of the proposed sentence there be inserted the sentence: "There shall be a safety committee to which the Union shall have the right to appoint *two* representatives". The Board fully agrees with the contention of the company that management is ultimately responsible for safety provisions. The suggested sentence above is intended to protect the responsibility of management, which may appoint to the safety committee any other number of employees or members of the management staff which it deems wise. But at the same time representation on the committee of two union members is provided, and this provision is intended as a reasonable inducement to the Union to collaborate fully with the Company in all safety provisions.

(iv) The fourth cause of dispute pertains to the request of the company to introduce in Article one, section 3 (a) a sentence to the maintenance-of-membership clause stating: "A notice to this effect as per copy attached is to be placed on all company bulletin boards and remain there for the 15 day period". The company would like the inclusion of this sentence in order to obtain the agreement of the Union in posting a notice that would inform employees of their freedom to leave the Union within a fifteen day period after signing an agreement. The Union is unwilling to agree to the posting of the notice after the signing of the agreement, since such an act might appear to encourage employees to leave the Union after an agreement was signed.

The Board unanimously recommends that, in view of the disagreement between the parties on the matter, the disputed sentence be omitted from the agreement.

(v) The fifth cause of dispute pertains to the collection charge of five cents per month per employee deducted from union dues by the company when, in keeping with the voluntary checkoff clause, it collects such union dues from the wages of employees. The provision for this five cents charge is in the

existing agreement between the company and the Union.

The Board is not unanimous in its recommendation on this matter. Mr. Seymour recommends that the charge be continued as a legitimate payment for the service of collecting the dues. Dr. Forster and the Chairman recommend that the company discontinue the charge in order to bring the check-off provisions into harmony with those which ordinarily prevail in collective agreements in this country.

Mr. Seymour raised, during the hearing, the question of the jurisdiction of the Board, in view of the definition of a "collective agreement" in clause 2 (1) (d) of P.C. 1003, to deal with any matters that were purely a question of union security. Mr. Seymour took the position that any matters having to do with union security only, such as check-off, maintenance of membership, etc., were not matters of "rates of pay, hours of work or other working conditions". In view of the conciliatory attitude, before this Board, of the Company and the Union and the fact that several matters of purely union security had been agreed upon between the Company and the Union, Mr. Seymour did not press this view when joining in the unanimous recommendation contained in (ii) and in making his minority recommendation in (v).

Among the list of disagreements between the Company and Union submitted to the Board on December 21 there was disagreement as to the appointment of the chairman of a Board of Arbitration under the grievance procedure. Since then, however, the parties have agreed that for the life term of the agreement they will ask the members of the present Board of Conciliation to act as an Arbitration Board, if any such Board becomes necessary under the grievance procedure. The members of the present Conciliation Board express their readiness to so act.

In conclusion the Board would like to pay its tribute to the sincerity and good spirit revealed in the negotiations by both parties. All of which is respectfully submitted.

Dated at Toronto this Sixth day of April, 1945.

(Sgd.) ALEXANDER BRADY,
(Sgd.) HARVEY G. FORSTER,
(Sgd.) M. A. SEYMOUR.

Report of Board in Dispute between Seiberling Rubber Co., Limited, and Local 118, United Rubber Workers of America

On April 17 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Seiberling Rubber Company, Ltd., and Local 118, United Rubber Workers of America. A minority

report was submitted by Mr. James McLennan.

The Board was under the chairmanship of His Honour Judge J. Parker, appointed by the Minister on the joint recommendation of the

other two members; Messrs. James L. McLennan of Toronto and Arthur Williams of Oshawa, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations P.C. 1003 and re Seiberling Rubber Company of Canada, Ltd., of Toronto and Local 118, United Rubber Workers of America.*

To:

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

Sir:

Following some preliminary meetings of the Board a formal Board meeting was held on February 22nd at which the employer and employees made oral and written submissions concerning the matters on which they were unable to agree in the previous bargaining negotiations.

The employees were represented by Earl Crisp, Cal Kerr, Harry Danielson, District Representative Joseph MacKenzie, and Representative William England; while Mr. M. L. Brown and Mr. E. P. Tilley appeared for the Company.

From the nature of the submissions made it was very obvious to all members of the Board that there was the wildest disagreement between the parties on almost every clause proposed to form the basis of a contract. Recognizing this fact the Board laid such plans as it considered expedient to bring about some degree of co-operation between the parties. The results which followed this policy are most satisfactory inasmuch as we are now able to report complete agreement between the Company and the Union on all matters except the question of some form of Union security.

Attached to this report is a document containing all matters on which the parties have mutually agreed and this is in substance an entire Union contract requiring only the signatures of both parties to effect its ratification. After such agreement had been reached the Board found that there were only three outstanding matters between the parties. These were: 1. the aforementioned Union Security; 2. "Rule 41", a clause designed to prevent absenteeism; and 3. payment to Stewards and Bargaining Committee for time lost in negotiations.

In the light of the improved relationship as shown by both parties during the sittings of

the Board it is hoped that Item 3 will not be allowed to remain a matter of serious contention to the point of endangering the progress made because it is the opinion of the Board that this Item is not one of paramount importance.

Both parties signify their readiness to allow Item 2 to be handled by the Board and this matter has been resolved by the substitution for Rule 41 of the following:

"Where matters of unjustifiable absenteeism are involved the following procedure will be adopted.

- (a) The Company will notify the Bargaining Committee through the Union President of any such matter. Upon receipt of such information the Bargaining Committee will take requisite action.
- (b) A recurrence of the absenteeism involving the same individual shall be discussed by the Bargaining Committee and the Company for the purpose of deciding on a penalty by way of loss of seniority."

Thus is left only Item 1. The Union in its submission requested that both check-off and Union Shop should be conceded. The Company, in reply objected to both requests.

In effect the principle of the check-off is simply a form of assignment made by an employee of a portion of his pay. Most companies already recognize such assignments and are, consequently, making a variety of deductions from the wages of employees to the benefit of many very worthy projects. When an employee assigns a portion of his pay to his trade union it should be accepted by the employer with the same readiness as such assignments are accepted for other kinds of organizations.

To this point of view the company's representative on the Board, Mr. McLennan, dissents and will accordingly, be submitting a minority report regarding it.

The other two representatives on the Board, however, jointly recommend that the company should agree to the check-off for the duration of the aforementioned enclosed agreement.

Except for this single item the Board is in unanimous agreement on all other matters which came before it.

This being the case we, as a majority of the Board, are very hopeful that such a widely accepted factor as the check-off will not be resisted by the company so as to impede the complete consummation of an agreement between the parties.

During the whole of the proceedings before the Board and during private sessions between the parties, a great spirit of give and take has

been manifested and the Board wishes to sincerely congratulate both company and union for their great tolerance and patience. The progress made was only possible because of it. We trust that the single item now separating the parties will be dealt with in the same good spirit so that their future relationship may be harmonious and productive of great good to all concerned.

All of which is respectfully submitted.

Dated at Toronto, the 14th day of April, 1945.

(Sgd.) J. PARKER,
Chairman.

(Sgd.) ARTHUR WILLIAMS,
Employees' Representative.

Minority Report

Re: *Wartime Labour Relations Regulations P.C. 1003 and re Seiberling Rubber Company of Canada, Ltd., of Toronto and Local 118, United Rubber Workers of America.*

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

Having had an opportunity of perusing the joint report of the other members of the Board, it is with satisfaction that I concur with them in the statement that a very real spirit of co-operation was evident on the part of both parties concerned in the negotiation of the agreement which is attached to the majority report.

The point upon which I find myself in disagreement with the other members of the Board is their recommendation that the company should agree to the check-off for the duration of the agreement. On the facts of the particular case and as a matter of general principle I cannot agree with such a recommendation.

The facts are that the company is a small one and has a compact plant in one place in West Toronto. The number of employees is approximately two hundred and fifty, and it was stated by one of the union representatives that of this number ninety per cent are members of the union. It was also stated that the amount of unpaid union dues was so small as to be negligible.

All the evidence points to the conclusion that the union within the particular plant is well organized and strongly supported by the employees at the present time without any assistance in the way of check-off from the employer.

The union took the position that since agreements in two other plants in the same industry, had clauses establishing the check-off, this was a sound reason for the inclusion of the check-off in the present agreement. The other plants referred to were infinitely larger in size and the number of employees engaged were many times the number of those employed with the company in this matter. In those cases there might well be some force to an argument that inconvenience in collecting dues might justify the check-off where the company was prepared to act as dues collector for the union. In the present instance no suggestion was made by the union of inconvenience in collecting dues and in fact one of the terms of the agreement between the parties herein is that the union may collect dues in a luncheon room recently erected by the company for its employees.

Two other companies in the same industry were mentioned before the Board which were of comparative size and disposition of plant to the company here concerned, and it appeared that there were no clauses establishing the check-off in agreements which these companies had negotiated with the same international union.

In the light of these facts it is impossible for me to report that the check-off can be justified on the grounds of a general practice or of convenience to either party to the agreement.

There is as well an important matter of principle involved in the check-off. The check-off is of itself of no benefit to the company, or to the employees as to working conditions, hours of work or rates of pay. The collection of union dues is purely a matter of union management involving a relationship between the members of the local union and the international union with which the company can have no direct concern.

The union ought to be able to stand on its own merits without insisting that the employer assume the burdens of a task which may be unpleasant for the union, the present collector, but which according to the evidence before the Board, has presented no difficulty to the union.

It was stated before the Board that the purpose of the check-off was for the express purpose of restricting the freedom of withdrawal by a few disgruntled members. One of the main factors in the strength and ability to serve of any organization is the potential right of individual members to withdraw or threaten to withdraw their support if the policies of the management do not truly represent the views and wishes of the members.

In the union's field, at least so far as this particular industry is concerned, there is no alternative choice as in the political field, and it is therefore of the utmost importance that there should be no infringement upon or obstruction of the exercise of a complete freedom of withdrawal where there is no freedom of choice.

I would therefore recommend that the union should abandon its demand for the check-off and carry on under the terms of the agreement that already has been reached between the parties.

All of which is respectfully submitted.

Dated at Toronto this 17th day of April, 1945.

(Sgt.) J. McLENNAN.

Proposed Agreement

This Agreement made and entered into this day, of 1945 between Seiberling Rubber Company of Canada Limited hereinafter referred to as "The Company" and the United Rubber Workers of America, Local Union 118, hereinafter referred to as "The Union".

ARTICLE I *Purpose*

It is the mutual desire of the above-named parties to promote co-operation and harmony and to provide an amicable method of settling any differences or grievances that might arise between the Company and Union.

ARTICLE II *Recognition*

2.01. The Company recognizes the Union as the sole collective bargaining agency for all hourly-rated and piece-work employees in production and maintenance departments below the rank of foreman at its plant at 99 Paton Road with the following exceptions:

- Guards and watchmen
- Engineers and firemen in the Boiler Room
- Laboratory assistants
- Hourly-rated time clerks, factory office clerks
- Hourly-rated supervisors
- Part time workers

2.02. The Company agrees to meet with and bargain with representatives of the Union on matters pertaining to rates of pay, hours of work, and working conditions, through the grievance procedure, outlined in Article III of this Agreement.

2.03. It is agreed that throughout this Agreement wherever the pronoun "He" appears, it shall be construed as meaning any employee male or female.

2.04. That there shall be no discrimination, interference, restraint, coercion by or on behalf of the Company regarding any em-

ployee covered by this Agreement because of membership or non-membership in the Union.

2.05. That the Union, its members or its agents, shall not intimidate or coerce employees into membership.

2.06. The Union agrees that it will not engage in Union activities during working hours or hold meetings at any time on the premises of the Company without permission in writing, but this shall not prohibit the Stewards or officers of the Union from distributing receipts for Union dues during lunch or rest periods.

ARTICLE III *Grievance Procedure*

3.01. The parties hereto shall meet through their authorized representatives respectively to discuss and adjust any dispute and/or grievance which may arise between the parties. Every effort shall be exerted mutually to adjust any and all grievances which may arise.

3.02. The Bargaining Committee, consisting of 4 members, all of whom shall be regular employees of the Company being 21 years of age or over and all of whom shall have had at least one year of continuous service with the Company, shall be elected by the employees of the Company who are members of Union and the Company shall be kept informed by the Union of the personnel of that Committee.

3.03. The Company agrees to recognize eight (8) Stewards elected or appointed by the Union, all of whom shall be regular employees of the company in the division which he represents, each of whom shall be 21 years of age or over, have had at least one year of continuous service with the Company immediately prior to the date of election or appointment and at least 6 months' service in the division which he represents immediately prior to such election or appointment.

3.04. When a Steward or any member of the bargaining committee wishes to leave his place of work on union business, he shall apply to his foreman or supervisor for permission to do so. Any employee desiring to see a shift steward with regard to union business must secure permission from the foreman or supervisor in charge to either go to the steward or have the latter go to him.

3.05. An employee having a complaint may discuss his complaint either by himself or through his Steward with his immediate Supervisor (or Foreman). In the case of any department which from time to time is not subject to direct supervision a complaint shall be put in writing and filed with the person in charge of the plant. If said employee is unable to reach a satisfactory settlement and desires to have his grievance presented by the Union, the following procedure shall be applicable progressively:

Step 1: The employee shall put his grievance in writing and present it to his Steward who will present it to the Supervisor or Foreman. The Foreman shall reply in writing within 2 working days. It is understood that the aggrieved employee is ready to appear before the Management with his Steward at any stage of the negotiation, if requested by either party.

Step 2: If the Steward and Foreman have been unable to reach a satisfactory settlement, the Steward shall review the grievance and answer already received and add thereto any new evidence in support of grievance and along with the aggrieved employee present it to the Personnel Manager who shall reply in writing within 2 working days.

Step 3: If the parties involved have been unable to arrive at a satisfactory settlement, the grievance may then be referred to the Bargaining Committee who, if they wish, may have it placed on the agenda of the next meeting. This meeting will be between the Bargaining Committee, Plant Superintendent, Personnel Manager, and not more than two additional Company representatives for negotiation of the grievance.

Step 4: Should these negotiations not result in a settlement of the grievance, it shall be discussed further between the Bargaining Committee together with a Representative of the International Union and Representatives of the Company.

Step 5: Should the above procedure fail to bring about an agreement between the parties with respect to any misinterpretation or violation of this agreement either party may within but not more than 15 days after completion of the final step notify in writing the other of its desire to have the matter referred to a Board of Arbitration. Each party shall thereupon within 48 hours appoint some person to be an arbitrator and shall forthwith notify the other party of such appointment. The two appointees shall thereupon confer with a view to selecting a third member of the Board, who shall be chairman. If the appointees have not agreed upon a third member of the Board within 5 days they shall request the Minister of Labour of the Dominion of Canada to nominate a member of the judiciary of the Province of Ontario to be such chairman. Each party shall pay the costs and expenses of its appointee. The costs and expenses of the Chairman shall be borne equally by the parties. The decision of a majority of such Board shall be final and binding on the parties.

3.06. If an employee is discharged, suspended, or laid off out of turn, and feels that he has

been unjustly dealt with, he shall within three working days concurrently notify in writing both the Bargaining Committee and the Company. The matter in question shall then constitute a grievance and shall be dealt with according to paragraph 3 of this Article. If, subsequently, it is mutually agreed that the employee was unjustly dismissed, suspended, or laid off, he shall be reinstated in his former position and shall be compensated at his regular rate of pay for time lost. Every effort shall be made to settle grievances within 30 days but in any event the employee shall not receive pay for more than 60 days.

3.07. There shall be no lock-out, strike, slow-down or stoppage of work unless and until all the methods for disposing of the grievance as outlined in paragraph 3 of this Article, have been applied.

ARTICLE IV

Hours of Work and Overtime Rates of Pay

4.01. (a) The hours of work shall conform to general notice No. dated March 27, which shall be posted in the plant. This shall be in effect only for the period during which the Ontario Government 48-hour law stands suspended. Within 30 days after such suspension is lifted the Company and the Union shall meet and arrange shift hours to conform to the law.

(b) Females in the various departments will work from 8 a.m. to 5 p.m. Sixty minutes will be allowed for lunch.

(c) All of the above on a six day basis when the production schedule requires such operations. When departments are on two or three shifts, these shifts will rotate at the end of each week, except where the nature of the operation makes it impossible.

(d) Male employees are expected to take a half hour for lunch on each shift. Due to the nature of the work, certain employees may not be able to take their lunch period at the same time each day. However they are expected to have a half hour for lunch and in computing hours of work this lunch period will not be included.

4.02. All hours worked in excess of the standard work week shall be paid at the rate of time and one-half, provided the employee completes his standard work week as scheduled. In cases where the work week is reduced because of stock shortage, breakdown, holidays, or shut down, directed by the Company, overtime will be allowed according to the shift hours per day.

4.03. Whenever an employee is held for legitimate extra work, or is brought in on his day off, or on a Sunday, or on a holiday, he shall not be required to take time off to bring his hours down to the normal working week.

4.04. All overtime shall be distributed as equally and impartially as possible among the employees of the department in which overtime work becomes necessary, provided such employees are qualified to perform the work. Employees are expected to take their rightful share of this distribution.

4.05. On Sundays and the following holidays, employees required to work will be paid at the rate of time and one-half for hours worked:

New Year's Day,
 Good Friday,
 Dominion Day,
 Civic Holiday (if generally observed in Toronto),
 Labour Day,
 Thanksgiving Day,
 Christmas.

4.06. Any employee who reports or has reported for work but is unable to do his accustomed work for some reason such as a breakdown, failure of supply, etc., will be paid a minimum of one-half shift at his hiring or base rate without performing any work. If other work is available he shall have the option of accepting same at the prevailing rate for such work.

4.07. Any employee called to the plant to take care of an emergency will be paid for a minimum of three hours or for the number of hours actually worked whichever is the greater, at his prevailing rate.

ARTICLE V

Wages

5.01. Should there be, during the duration of this agreement, any dissatisfaction by either of the parties hereto on any question of job classification or wage rates, then the parties will undertake to strive earnestly to arrive, within one month, at agreement upon these matters and, if necessary, to make joint application to the Regional War Labour Board for approval of such adjustments as may be agreed upon. Should the parties fail, within one month, to arrive at agreement, either party is free to make its representations to the Regional War Labour Board. It is understood that any agreement reached upon the questions of job classification and wage rates shall become part of this agreement.

5.02. The hiring or base rate for male employees on piece-work operations shall be a minimum of 60c per hour, for female employees a minimum of 40c per hour, for youths a minimum of 45c per hour, and male employees on day work 50c per hour.

5.03. When an employee is placed on experimental work authorized in writing by the Development Department or on temporary

work for the Company's convenience, when there is work available on his regular job, he will be paid his average hourly earnings not exceeding the approved hourly earnings.

5.04. When it is necessary to change the piece-work rates, the Company will post the new rates in the rate book. If the department steward or employees affected so request the new rates will not become effective for two working days after posting. After two working days the new rates will become effective. If a rate becomes a grievance and is changed as a result of negotiations, the increased or decreased new rate will be effective from the date of the filing of the grievance. However, in no case will this be retroactive for more than forty-five days.

5.05. On piece-work operations, employees will be paid as a minimum their base rate as indicated in paragraph 2. If due to delays, stock conditions or other causes beyond the control of the employee, his earnings fall below normal, the Company shall pay an additional sum to bring his earnings for the period up to 90% of his average earnings but not in excess of 90% of the approved earnings. Provided always that the employee has exercised a satisfactory effort in the circumstances.

5.06. Should equipment be broken down so that an employee is not able to work and at the Company's request he waits on the premises without working, he will be paid his base rate. If other work and be paid at the prevailing rate on the job so accepted during the period while his machine is out of operation.

5.07. Other temporary transfers due to lack of work for an employee at his normal occupation, will be paid at the base rate or the prevailing rate on the job offered to and accepted by him, whichever is the higher.

5.08. When an employee is requested to work on a piece-work operation for which no work standard has been determined providing such work does not extend beyond a period of 30 days the payment for such work shall be 90% of his previous earnings but not in excess of 90% of the approved earnings. If such work extends beyond 30 days he shall thereafter be paid his previous earnings but not in excess of the approved earnings.

5.09. Employees injured in the factory who are treated in the First Aid Department shall be paid their average hourly earnings, for the time spent in First Aid Department in excess of 15 minutes.

ARTICLE VI

Seniority

6.01. Seniority shall begin as of the date of the first entry into the service of the Company. Voluntary resignation or discharge for cause

terminate all Seniority rights. Voluntary resignation shall include clock card pulls. Discharge for cause shall include all such items as drunkenness, defective work, absence without leave, violation of rules, etc.

6.02. Employees shall receive seniority privileges after they have been employed by the Company six consecutive months. After qualifying, seniority shall be credited from the date of first entry.

6.03. All employees shall have the right to examine their service records at any time during normal office hours.

6.04. To qualify for a job, an employee must be able, after the usual breaking-in period, to do the work required without lowering the then existing standard of the job. As in hiring it is the function of the Management to determine qualifications.

6.05. When an employee wishes to consider a transfer to another job within the department or plant, he shall make a written application to his Foreman and the Personnel Manager. In the event of a vacancy, the qualified employee with the most seniority on the list of applicants shall be given the first opportunity. When an employee is transferred at his own request, payment shall be made at the prevailing hiring in rate for the job in question.

6.06. Whenever it becomes necessary to lay off employees, order of lay-offs shall be determined by Company service as applied to the job except that if an employee has previous satisfactory experience of not less than six months on another job and can still qualify, he may return to this job and displace an employee with less Company service. If an operation is discontinued, new machinery installed, present equipment modernized, or a Department is shut down, causing the elimination of the job, the employees involved may be transferred to vacancies for which they can qualify, or, if there are no vacancies, they may displace employees with least seniority in the Plant on work for which they can qualify within a reasonable learning period, and shall be paid at the prevailing hiring in rate for the job in question.

6.07. In order to benefit by the seniority provisions of this Agreement, laid off employees must notify the Personnel Department of any change of address and keep their address up to date at all times. Changes in address made by employees will be acknowledged in writing by the Company.

6.08. When employees are laid off, they shall be recalled in the reverse order of lay-off whenever their jobs are opened or whenever vacancies occur for which they are qualified.

6.09. Any employee notified of recall must inform the Company of his intention to return to work within 3 working days after notice by registered mail has been sent by the Company. If the employee desires to return to work, he must do so within five days after notice has been received by the employee. However, should the employee fail to report within five days but does report within thirty days with a reasonable excuse for his failure to report earlier, his seniority records shall be kept intact and he shall be notified of the next vacancy. This however, is limited to the second notification.

6.10. Any member of the Union elected or selected for an office or as a delegate for specific Union activities with the URWA, necessitating leave of absence shall apply for and receive, provided it does not unduly affect the operations of the plant, a leave of absence without pay, for a period not exceeding the term of this Agreement. During this leave of absence, the employee will retain seniority rights in respect to job placement and on return will be reinstated to all Company privileges and to the same or an equivalent job at the prevailing rate of pay for that job.

6.11. Leave of absence, re-employment and seniority of any employee serving in the Armed Forces or Merchant Marine (sea-going) of Canada, shall be governed by the provisions of the Re-instatement in Civil Employment Act, 1942, as amended.

6.12. Female employees must apply for and be granted leave of absence after four months of pregnancy based on medical certification. Within a four-month period after childbirth, she shall report to the Personnel Department with a Doctor's Certificate stating date of birth and declaring her physical fitness for work. She shall be given the first vacancy on the same job, or a job for which she is qualified. If she accepts a job other than the one she left, she shall be permitted to return to her original job at the first vacancy. If reinstated, she shall qualify under the seniority rules of this Agreement.

6.13. Seniority rights of employees laid off with less than five years' service will be retained for a period of two years; employees laid off with five or more years of service for a period of five years.

6.14. When an employee transfers from one job to another job, his Company service shall be considered job service after six months on the job. Whenever a transfer occurs, the employee shall accept the prevailing wage scale of the job to which he is transferred.

6.15. Employees who return from supervisory to non-supervisory employment may return to the jobs held at the time of promotion, but may not displace employees having more seniority.

6.16. An employee who shall have been laid off for lack of work and accepts work in another War Industry, shall not lose his seniority if such employee shall by Government order or regulation be unable to accept employment when called back to work by the Company. He shall retain his seniority and shall be offered the next available opening for which he is qualified.

Seniority Interpretations

6.17. All jobs are to be considered on the basis of crew or job service. All advancements in a crew or on a job are to be made in a strict and orderly manner according to job progression provided they qualify.

6.18. An employee transferring from another Department or from another job in the same Department will take the lowest job according to job progression even though he may hold plant service over other employees on the job. He will not hold job rights for a period of six months. If a lay-off on the job should occur within that time and his previous job should be available he would be required to return to that job or seek another Department in which his Plant service and qualifications would entitle him to another position according to the Agreement on seniority.

6.19. After the qualifying period of six (6) months should schedule changes necessitate reduction of force the employee would move downward in the reverse order of job progression until he had reached the lowest or starting position. If his previous job is not available he would hold on Company service and other men with less Company service would be laid off before him.

6.20. An employee working 18 months continuously on the same operation or crew shall have his Plant service considered as job service for job progression. He may not move ahead of employees having more job service until he has worked on the same job, for one year providing he is qualified, plus qualifying period of six months.

6.21. An employee shall be able to return to his original Department any time a vacancy occurs with full seniority providing he has worked five (5) years in that original Department and providing he can still qualify for the job.

6.22. In case a job is eliminated and the employees involved are transferred to other

vacancies for which they are qualified in accordance with seniority they may immediately take the next job in the order of job progression providing there are employees with less than six months' Company service on the lowest or starting job.

ARTICLE VII

Vacations with Pay

The Company's vacation plan, as outlined in attached Factory General Notice No.—— dated——March, 1945, shall remain in effect during the term of this agreement.

ARTICLE VIII

During the life of this Agreement, the Company subject to cancellation by the insurance company, agrees to continue in effect the present program with reference to sickness, hospitalization and group insurance with the understanding that should the insurance company increase the rates on this insurance, a pro rata adjustment will be made in charges made to each employee.

ARTICLE IX

9.01. The Union agrees that the Company has the exclusive right and power to manage the Plant, direct the working forces and to hire, promote, transfer, demote, lay off, suspend or discharge employees, provided, however, that the Company agrees that any exercise of these rights and powers in conflict with any of the provisions of this Agreement shall be subject to the provisions of the grievance procedure.

9.02. Employees to be laid off for an indefinite period will be given one week's notice, if at all possible, before lay-off becomes effective. Employees desiring to leave the employ of the Company shall give one week's notice if at all possible.

9.03. In any Department where the work requires continuous operation, the Company will, when mutually agreed, provide adequate relief when and where necessary.

9.04. No bills, bulletins, newspapers, hand-bills, or other documents shall be posted or distributed anywhere within the fenced area enclosing the plant of the Company by the Union of any employees of the Company. The Company at the request of the Union will have from time to time posted on a bulletin board designated by the Company notices of the Union that have been approved by the Personnel Department, and the Company will provide a container in the employees' entrance in which Union literature approved by the personnel Department may be placed

for distribution as the employees leave the plant.

9.05. No employee of the Company in an official, administrative, or supervisory capacity shall take part in any work being done by members of the Union while time studies are in progress, the object of which is to establish piece-work rates.

9.06. Supervision shall not enhance the earning standard of any operation by performing any portion of the labour thereof.

9.07. It is not intended that this will prohibit part time supervisory and direct labour operations where circumstances make it necessary to keep supervisors fully employed.

9.08. It is agreed that regardless of age or sex equal pay for equal results shall prevail.

TERMINATION

This Agreement constitutes the entire agreement between the Company and the Union. No change may be made herein without the consent of both parties. This Agreement shall remain in force and effect until

No later than negotiations for revision or extension of this Agreement shall begin. If satisfactory conclusions are not reached by , this Agreement shall continue in full force and effect until cancelled by either party on thirty days' notice to the other party.

IN WITNESS WHEREOF the parties hereto have hereunto set their corporate seals attested by the hands of their proper officers the day and year first above written.

Report of Board in Dispute between Peacock Bros., Ltd., Ville LaSalle, P.Q., and International Association of Machinists, Lodge 631

On April 5 the Minister of Labour received the reports of the Board of Conciliation which dealt with a dispute between Peacock Bros., Ltd., Ville LaSalle, P.Q., and International Association of Machinists, Lodge 631. A minority report was submitted by Mr. Alex Gould.

The Board was under the chairmanship of the Hon. Mr. Justice Wilfrid Lazure of Montreal, appointed by the Minister in the absence of a joint recommendation from the other two members; Messrs. T. R. Ker and Alex Gould, both of Montreal, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

In the matter of a dispute between Local Lodge 631, International Association of Machinists, (Employees), and Peacock Brothers Limited (Employer).

The matters submitted to the Board were a proposed Amendment by the Union to Clause 9 (b) of the existing Contract relative to the automatic dismissal of an employee, if he did not qualify after six months as a Class B-1 worker, and the Union's proposal to have a union shop clause added to the contract.

The Company took the position and submitted that as there was a subsisting contract between the Union and the Company, which did not terminate until the 4th of September, 1945, it was binding on both parties and

could only be changed or amended by mutual consent, and that, therefore, the Board was without jurisdiction and the appointment of a Board of Conciliation prior to the 4th of September, 1945, premature.

The Company, however, declared that, although it proposed to abide by its contract until its termination, and expected the Union to do likewise, nevertheless, without prejudice to that stand, it was prepared to discuss the two matters before the Board with a view of seeing whether some mutual agreement could be arrived at.

Proposal and counter-proposals were submitted by the parties, but the Board found itself unable to conciliate, as the proposals submitted by the respective parties could not be mutually agreed upon.

The Majority of the Board, therefore, finds itself faced with a Contract binding the Union and the Employer by its terms until the 4th of September, 1945, unless changed by mutual consent.

The changes, as originally proposed by the Union, and those later suggested by the parties and the Members of the Board, have not met with approval of both parties to the Contract, and, therefore, the essential element of mutual consent to change the Contract before its termination is lacking.

In the absence of such mutual consent, the Majority of the Board considers that the Company is within its rights in taking the ground that the Union should respect the terms and conditions of the contract which is in force and that no changes and amendments should be made to the contract unless the same meet with the consent and approval of both parties.

Under the circumstances, therefore, the Majority of the Board considers that they have no recommendation to make other than that both parties abide by the existing Contract until it shall have been terminated according to its provisions in that regard.

Montreal, April 4, 1945.

(Sgd.) WILFRID LAZURE,
Chairman

(Sgd.) T. R. KER,
Member of the Board

Minority Report

In the matters in dispute between Peacock Brothers Limited, Ville LaSalle, and Lodge 631 of the International Association of Machinists.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Department of Labour,
Ottawa, Ont.

Dear Sir:

As a member of the conciliation board established to deal with the matters in dispute between Peacock Brothers Limited, Ville LaSalle, and Lodge 631 of the International Association of Machinists, I desire to submit the following minority report:

Unable to reach a unanimous decision in respect to the issues in dispute it is understood that the chairman, the Honourable Justice Wilfrid Lazure, and the company representative, Mr. T. R. Ker, will submit a report in substantiation of the opinion of Mr. F. T. Merrill, which in effect, is that the board is without legal status and therefore, lacks the authority to effect an adjustment of the dispute between the Company and the Union. In support of his opinion, Mr. Merrill emphasizes the illegality of the belated notice of the union to the company and which expressed the wish of the union to enter into negotiations for the purpose of amending the present agreement. In refutation I solicit your consideration of the following quotations and opinions which are based on legal advice received by myself.

In the first instance permit me to state that to the best of my knowledge, the purpose of P.C. 1003 is to facilitate harmony and establish co-operation between employers and employees as a prerequisite for the advancement of industry. This principle is clearly stated in the preamble to the act which itself embodies provisions to prevent impeding the

intent of the order, and such a provision I submit is Clause 47, which reads as follows:—

No proceedings under these regulations shall be deemed invalid by reason of any defect of form or any technical irregularity.

It was the intention of the union to notify the Company of its desire to open negotiations in accordance with clause 19 of the agreement. Due to an oversight this was not done and the allotted period expired before the notice was delivered. Needless to state that the violation was not committed intentionally and should be considered as an irregularity within the meaning of the above clause.

It is evident that the purpose of clause 47 is to offset the difficulties that might arise in the process of the working of the act, should a sectarian or rigidly mechanical approach be applied. In keeping with the spirit of the act, it is required in accordance with the above clause, to exercise a reasonable and necessary elasticity of attitude without which conciliation is unthinkable.

I cannot but feel that the mistake of the union should be characterized as a technical irregularity and that the report which sustains the claim of Mr. Merrill is not in accordance with the intent of the act nor in keeping with the more specific requirements of clause 47 of P.C. 1003.

Secondly, permit me to call to your attention the fact that the company, of its own volition, entered into negotiations with the union. By doing so the company forfeited its right, on the basis of clause 19 of the agreement, to prevent the completion of the process, to effect an adjustment of the pending differences between the company and the union by declaring the conciliation board illegal.

It is apparent that the company coalesced with the union of its own free will and with the best of intentions when it entered into these negotiations and having done so established a condition which supersedes the claim it now makes. These negotiations were entered into by mutual consent and the more far-reaching responsibilities of such an act presuppose that amity and good will shall be maintained to effect their completion.

Thirdly, this conciliation board was established in accordance with Clause 13 of P.C. 1003. Here it was a case of a conciliation officer having done his best but failed to reconcile the differences in dispute, recommending that a conciliation board be set up and of the minister having forthwith done so. In compliance with Section 30 of P.C. 1003 the company, as well as the Union recommended its member to this board.

Throughout the whole of these proceedings the company had willingly acquiesced. It was

not until the board had convened to deal with the points in dispute that the company saw fit to submit its protest. This belated protest by the company is definitely in contradiction to its representatives' attitude throughout the previous deliberations between the company and the union and should, I submit, be considered and declared to be a breach of good faith and a violation of the intent of P.C. 1003. It is obvious that the procedure followed in establishing this board was in accordance with the requirements of the order and that the legality of the board should be maintained.

It is understood that P.C. 1003 supersedes the "Industrial Disputes Investigation Act". Since however P.C. 1003 is the embodiment and furtherance of the best content of these codes which it supersedes, may I submit, as a matter of guidance, paragraph 2 of Article 7, which states as follows:

The decision of the Minister as to the granting or refusal of a board shall be final and when a board is granted by the Minister, it shall be conclusively deemed to be authorized by and to be in accordance with the provisions of this Act, and no order shall be made or process or proceeding had or taken in any court to question the granting or refusal of a board, or to review, prohibit or restrain the establishment of such board or the proceedings thereof.

It is difficult to accept the idea that the stability of a board under P.C. 1003 is less impregnable than that of a board which was established in accordance with the requirements of the above-mentioned act. I am assured that such is not the case and consequently feel that the legal status of the conciliation board in question will be vindicated.

Doubtful of the fate of this board, I wish to accept this opportunity to state some opinions of its proceedings since I consider the circumstances under which this board carried on somewhat unique.

Early in these proceedings, Mr. Merrill, on behalf of the company pronounced the board to be without legal status and further declared his refusal to enter into a consideration of the merits of the main proposal of the union, which called for including a maintenance-of-membership clause in the agreement. It was evident that Mr. Merrill had no intention to conciliate the issues in dispute and precipitated a situation which precluded all likelihood of an objective consideration of the matters with which the board had to deal.

Faced with the alternative of having the board declared illegal, the representatives of the union accepted a proposed modification of their proposal for permission to intercede on behalf of these employees who had completed their probation period of six months. The

purpose of the original proposal was to prevent the indiscriminatory laying off of anyone who had completed this period of time.

This initial success was mainly due to the very commendable way in which the chairman conducted the proceedings. It was apparent, however, that the agreement reached had little meaning unless some semblance of security for the union could be attained. The resistance of Mr. Merrill to entertaining such an idea was only partially overcome when he agreed to submit to his client a proposal submitted by Mr. Haddow and formulated by Mr. Ker. This proposal, in so far as it pertained to union security, stated in effect, that employees of the company, now members of the union, together with those who become members, shall be required to retain their membership during the period of their employment with the company.

An analysis of the counter proposals would have shown that they contained but little semblance to the original proposals of the union. Nevertheless, the company refused to concede them. Its further recommendation required that the members of the union in the employ of the company be given thirty days after the date of signing the agreement to decide whether or not they desired to retain their membership. On the basis of such a proposal it would be difficult to establish that the company is possessed of the sense of responsibility required by the parties to an agreement. In effect this proposal is an invitation to the men who are a party to the agreement to repudiate their responsibility for the agreement. It is not the obvious however, which alone prompts the union to repudiate the counter proposal of the company but rather the underlying and more far reaching dangerous opposition of the company to organized labour. Here it is evident that the company representatives have not kept abreast of the trend of these times.

Conciliation Boards, set up in accordance with the requirements of P.C. 1003 are boards which meet the needs of these times. This presupposes that those who constitute them, together with those who appear before them, approach the issues in dispute in a conciliatory and objective manner. Should these people entertain preconceived ideas which do not coincide with the needs of industry and the requirements of the war effort the tendency will be to defeat the purpose of the board.

The board in this case failed to reach an amicable adjustment of the issues in dispute. This is by no means a reflection on the chairman or on the company's representative on the board. The chairman proved to be an ideal person for this post while Mr. Ker

earnestly sought to reach an accord. I cannot but feel, however, that it is mainly due to the unwillingness of Mr. Merrill to enter into an unbiased consideration of the proposals of the union, that was mainly responsible for the outcome. Here it was a case of Mr. Haddow and Mr. Pelletier being confronted with the likelihood of the legality of the board being contested and of the stated intention of the company to repudiate any decision of the board should it be unfavourable to the company. The limits of hope for the union spokesmen were narrow indeed. As a consequence the substitute proposal of Mr. Haddow bore little semblance to the union's original proposal for a maintenance-of-membership clause. The outcome implies an almost complete negation of the necessary sense of responsibility without which no conciliation board under P.C. 1003 can be helpful. The mistaken premise which leads to such a state of affairs is of far reaching significance, since because of the limitations of P.C. 1003, boards will be effective or non-effective, depending on the point of view of those who participate in their proceedings. Were it evident to those who come before a board in the same manner as they do before a court, that they are rendering a disservice to their clients as well as to our people as a whole, the likelihood is that they would mend their ways. This presupposes that we become acquainted with the fundamental different conditions which have come into being as a result of the war, and since these are of an opposite nature to those that prevailed prior to the outbreak of the war, it becomes necessary that we as employers and men should adopt an opposite attitude towards each other.

A perspective of unprecedented development confronts us. This development, however, takes place at a time and under conditions which preclude an antagonism of interests. Separate class and special group interests cannot be served apart from our common interests. It is essential under these conditions that we get rid of the very remnants of past antipathies, since to suppose that workers can advance at the expense of the employer or employers at the expense of the workers is

definitely not in keeping with this perspective of development. It is necessary, however, that maladjustments in our economy be corrected and subnormal conditions of life be superseded by a status in keeping with these new conditions. In this connection President Roosevelt has stated as follows :

It is our duty now to begin to lay the plans for a lasting peace and the establishing of an American standard of living higher than ever before known.

It is evident that a reshuffling of our ideas is in order. That co-operation and conciliation between workers and employers must supersede methods of conflict in the settlement of their differences. Those who think and act otherwise carry on in conformity with conditions which have become obsolete and when legal technicalities are resorted to in order to thwart the process of conciliation, this is possible only because of the momentary gap which exists between our legal terminology and the new economic conditions. Under these conditions, co-operation is essential to attain maximum output. It is a mistake to suppose that maximum production has been attained when the limits of technological improvements have been reached. To-day we are more familiar with the elements which enter into the attainment of maximum productivity since we have come to learn that co-operation has released potential factors which supersede in importance technical changes as a means of increasing output.

When the union petitioned the company for a maintenance-of-membership clause, it sought to establish this fundamental requisite for the kind of co-operation that would best serve the interests of the plant and the war effort, since without the necessary measure of union security, the co-operation essential to maximum output could not be attained. It is indeed regrettable that the merits of this proposal were not considered, but we sincerely hope that the legal validity of the Board shall be maintained and that it will complete the task for which it was established.

Respectfully submitted.

(Sgd.) ALEX GOULD.

Report of Board in Dispute between National Electric Manufacturing Co. and the United Electrical, Radio and Machine Workers of America, Local 512

On April 3 the Minister of Labour received the report of the Board of Conciliation which was established to deal with a dispute between the National Electric Manufacturing Company, and the United Electrical, Radio and Machine Workers of America, Local 512. A minority

report was submitted by Mr. B. H. L. Symmes.

The personnel of the Board was as follows: His Honour Judge W. T. Robb, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board: Messrs. B. H. L.

Symmes and Mr. John Eldon, both of Toronto, appointed on behalf of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

In the matter of The Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between National Electric Manufacturing Company, Toronto, Ontario, Employer, and United Electrical, Radio and Machine Workers of America, Local 512, Toronto, 1, Ontario, Employees.

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

The Board of Conciliation appointed by you to investigate a dispute between the above parties submits its report. The Company (employer) was represented by its solicitor, Mr. E. M. Dillon, K.C. Mr. A. Pritzker, manager of the company, also was present and gave evidence. Indeed he was the only witness called by either party. Mr. P. Pawliuk, Field Organizer of the above Union appeared on behalf of the employees.

By an agreement dated December 17, 1943 (see Exhibit 2) National Electric Manufacturing Company, therein called the Company, agreed with the employees represented by Local 516 of the United Electrical, Radio and Machine Workers of America, therein called the party of the second part, as is in said agreement more particularly set forth. Prior to the expiration of this agreement the parties met in an endeavour to agree upon changes in a proposed new agreement. The parties were found to be in agreement on all items set out in a letter from Mr. Pawliuk to the Company, dated October 17, 1944 (See Exhibit 1) save those hereinafter enumerated:

ARTICLE 2

Section (3) All employees who are eligible to join the union shall do so thirty (30) days after the re-signing of this agreement.

Section (4) As a condition of employment all eligible employees of the Company shall remain members of the union in good standing during the life of this agreement.

Section (5) The Company shall deduct from the first pay of each month the monthly union dues from each eligible employee and shall turn over such monies to the Financial Secretary of the Local Union by the 15th of each month. The money shall be accompanied by a list showing the names of the employees whose dues have been deducted.

On January 9, 1945, the Company submitted an application to the Regional War Labour Board for Ontario dealing with suggested

changes in Exhibit 1, other than those set out in Article 2 hereinbefore set out.

At the hearing before the Board, Mr. Pawliuk presented a written brief, a copy of which is filed with this report. It was agreed by all parties that 40 of the 42 employees of the Company are members of the Union. It was alleged by Mr. A. Pritzker, manager of the Company and admitted by Mr. Pawliuk for the Union, that in September, 1944, there was a work stoppage wherein eight of the company employees (all working in the basement portion of the plant) stopped work for a period of about two hours. It was admitted by both interested parties that the "ring leader" in this stoppage was Stan Bojko. The latter was a union member as well as a union steward. Pawliuk recommended that Bojko be dismissed. The management did not accept this suggestion but retained Bojko in its employment.

The Board rejects the first two demands of the Union herein set out which are as follows:

All employees who are eligible to join the union shall do so thirty (30) days after the re-signing of this agreement.

As a condition of employment all eligible employees of the company shall remain members of the union in good standing during the life of this agreement.

The Board recommends in a new agreement to replace Exhibit 1 a clause known as the voluntary check-off, in the terms following:

For and during the term of this agreement the Company shall deduct from the first pay of each month from each union employee who directs the company in writing so to do, the monthly union dues and shall turn over such monies to the Financial Secretary of the local union by the 15th day of each month. The money shall be accompanied by a list showing the names of the employees whose dues have been deducted.

The acceptance by the Company of a check-off should go some distance in breaking down a barrier that now seems to exist between the parties.

It is to be noted that the party of the second part in any new agreement between the parties shall be described as "The United Electrical, Radio and Machine Workers of America and Local 512" representing the employees of National Electric Manufacturing Company.

All of which is respectfully submitted.

Dated this 22nd day of March, A.D. 1945.

(Sgd.) W. T. ROBB,
Chairman

(Sgd.) JOHN ELDON,
Employees' Nominee.

.....
Employer's Nominee.

Minority Report

In the matter of The Wartime Labour Relations Regulations, P.C. 1003 and of a dispute between National Electric Manufacturing Company, Toronto, Ontario, Employer; and United Electrical, Radio and Machine Workers of America, Local 512, Toronto 1, Ontario, Employees.

In this case collective bargaining under the established terms of an agreement has been in effect for somewhat over a year and an amendment of the agreement is sought. The Union and the Employer apparently resolved some of the matters in question as the only point at issue before the Board of Conciliation was as to the so-called "Union Security." Early in the proceedings this narrowed down as the Union did not seriously contend for anything beyond a "check-off" voluntary in form if not in effect.

The administration of the Union in this small plant has been poor and there has been more labour trouble since the collective bargaining agreement was entered into than should be the case even in these unsettled times. On the undisputed evidence labour unrest has even had as a leader a Union steward. It may be that the disposition of the employer is such that in dealing with him a modest use of diplomacy would have paid good dividends to the Union, but poor administration on its part is beyond doubt. In this case the Union must be judged on its record in this plant. It has not demonstrated it should be given more power. The contrary is the fact.

In the agreement in question the Union is designated the agent of the employees, not the principle, and it seems best it should remain so.

Having regard to the trend among trade unions, it is no longer disputable that there are three interests to every collective bargaining agreement, viz., the interest of the employee, the interest of the employer and the interest of the union.

In this case no sound reason has been given that the check-off would benefit anyone but the Union.

It would put the employer in the odious position of dues collector and policeman of the employees for the Union. It might popularize him with the Union—it certainly would make him less popular with the employees, rendering the association between management and the working forces more strained.

It would impose coercion upon the employee. Such coercion is in varying degrees dependent upon whether the check-off be voluntary, compulsory, revocable or irrevocable, and in this case the suggested check-off throughout the term of the agreement amounts, for practical purposes, to it being irrevocable.

The law to date, and for good reason, has not given unions rights overriding the rights of the employees they are supposed to represent—the right to join or not to join, or to resign membership in a union without being deprived of their employment.

I think I am on common ground with all members of the Board in concluding that neither the employer nor the individual employees, in the majority at least, want the check-off, though the other party member of the Board might not unreservedly concur in this. No one employee has come forward to recommend it. It is only the Union which presses for this safeguarding and implementing of its treasury.

I feel it would be essentially against the best interests of the employees if the check-off were granted the Union.

It is a matter of real regret to the writer that he cannot concur in the proposed report of the Chairman of the Board.

Dated at Toronto, this 23rd day of March, 1945.

(Sgd.) B. H. L. SYMMES,
Member, Board Conciliation.

Report of Board in Dispute between Moffats, Limited, Weston, Ont., and Local 3129, United Steelworkers of America

On April 12 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Moffats, Limited, Weston, Ont., and Local 3129, United Steelworkers of America. A minority report was submitted by Mr. C. Calvin.

The Board was under the chairmanship of Dr. Robert MacGregor Dawson, of Toronto,

appointed by the Minister in the absence of a joint recommendation from the other two members; Messrs. C. C. Calvin, K.C., and Herbert Orlicke, B.A., both of Toronto, appointed on the nomination of the employer and employees, respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between Moffats Limited, Weston, Ontario (Employer) and Local 3129, United Steelworkers of America, Toronto, Ontario, (Employees).

To:

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

Dear Sir:

The Board of Conciliation appointed by you in this matter now submits its report. Two sittings were held. At the first sitting the Union was represented by Mr. W. Sefton accompanied by Mr. W. F. C. Kidd and Mr. M. Miller, an officer of Local 3129. Mr. James L. Ross of Toronto acted as counsel for the company which was represented by Messrs. J. Babcock, J. D. Heard and J. Wright. At the second sitting Mr. Miller was not present and Mr. John Mitchell, International representative represented the union as well as Mr. Sefton and Mr. Kidd.

Four matters were found to be in dispute, two relating to seniority and two relating to union security. All members of the Board are pleased to be able to report to you that the two matters relating to seniority have been settled and the Board feels that it was instrumental in bringing about such settlement. Both parties have agreed that the following amendments be made to Article IX with respect to seniority in the tentative agreement between the parties.

The following clause shall be inserted in said Article IX:

In case of a lay-off the Company shall have the right, regardless of the seniority provisions, to retain employees not exceeding twenty in number who have special training, education, ability, skill or efficiency relating to radio, refrigeration, ranges, heaters and other products which the Company proposes to manufacture, assemble, produce or process and the Company shall within three months from the execution of this agreement prepare a list of such persons and make same available to the Union. It is understood that this list may be changed by the Company from time to time upon the Company notifying the Union of such change or changes.

The following clause is to be inserted in Article IX as an addition to the sixth paragraph on page 5 ending with the figure 1944:

Any person formerly in His Majesty's Forces as defined in said Acts who, within six months from the date of his or her honourable discharge from such forces or within six months from the date of completion of any subsequent rehabilitation training shall obtain employment with the Company for the first time, shall on

completion of his or her probationary period of employment be granted seniority dating back to the date of his or her acceptance into such forces.

Sub-section (5) of said Article IX appearing at the bottom of page 4 is amended by striking out the word "six" and inserting in lieu thereof the word "three".

The two other matters in dispute, namely those relating to union security, were the union's demand for maintenance of membership and check-off. With respect to the demand for maintenance of membership, all the members of the Board are in agreement but with respect to the demand of the union for the check-off the employer's representative is submitting a minority report. The collective bargaining agreement in process of being negotiated in this case will be, if and when completed, the first agreement between the company and the union. There had been proceedings commencing in October, 1943 before the Ontario Labour Court wherein the Union applied for certification and an employees' council was intervener. The Court refused to certify either but in so doing stated that the dismissal was without prejudice to any further application that might be made after October 31, 1944. Meantime, Order in Council P.C. 1003 became effective and the union by petition dated June 7, 1944, applied to the Ontario Labour Relations Board for certification. The Board directed a vote which was held on August 23, 1944 with 58 per cent of the eligible voters voting in favour of the union and the union was then certified on September 13, 1944. Many meetings were held between the company and the union and a tentative agreement is in draft form which both parties are ready to execute except for the union's demand in respect to the two matters presently under consideration. Each party submits that it has negotiated in good faith and made every reasonable effort to conclude a collective agreement but it is evident that a strong feeling of distrust has existed for some time and that the labour relations between union and company have not been harmonious.

MAINTENANCE OF MEMBERSHIP:

The union asked for and the company refused the inclusion of the following clause in the agreement:

It is agreed that all employees now members of the United Steelworkers of America Local 3129 or those who may become members shall remain members in good standing for the life of this agreement.

The vote above mentioned did not indicate a large majority of eligible employees in favour of the union and at the hearing the union has declined to inform the Board as to how many of the employees are members in good standing of the union. This clause

would affect the rights not only of present members of the union who might wish to withdraw their membership but also affect employees who might in the future become members of the union and while not as extreme as the provisions of the union shop or closed shop clause, is nevertheless frequently considered a rigid provision for a first agreement. The Board is not unmindful of the fact that maintenance-of-membership clauses have in recent months become more common than they were some time ago in first agreements. Nevertheless, in the circumstances of this case the Board does not feel that the inclusion of this clause would be wise and the Board accordingly recommends that the union withdraw its request for its inclusion.

CHECK-OFF

The union also requested the company to agree to the following clause regarding check-off:

The company agrees to deduct from the earnings of each employee \$1.00 per month for union dues upon receipt of a signed authorization from the employee so to do and to transmit by cheque regularly each month to the Financial Secretary of the union the full amount of dues so collected.

The representative of the company on the Board urged that in this present case the demand for the check-off ought also to be dropped. While an attempt was made during the proceedings to have the company agree to a less drastic form of check-off where, for instance, the authorization might be made revocable at any time, the employer representative on the Board does not concur in the view hereinafter expressed by the other two members of the Board. The Chairman and the union representative on the Board feel that the voluntary revocable check-off would not greatly embarrass the company's bookkeeping arrangements when seven other deductions from wages are already being made. If the company could have seen its way clear to have granted this minor concession in the matter of union security it would, the majority of the Board thinks, have been a splendid gesture on the part of the company and might have been the first real step toward more harmonious relationships. It is with regret on the part of the majority of the Board that the company could not see its way clear to grant a clause of this nature. In respect to the check-off, therefore, the majority of the Board recommends that the union modify its demand in this respect to make it plain that the authorization to be signed by the employee is a voluntary one and that it may be revoked in writing on thirty days' notice and also recommends that the union's request in this connection, if so modified, be accepted by the company.

RECOMMENDATIONS:

The Board accordingly recommends:

(1) that the union withdraw its request for the inclusion of the maintenance-of-membership clause and

(2) that the union modify its request for the check-off clause as mentioned above and that the company agree to it in such modified form.

In conclusion we wish to express our appreciation of the assistance given by the representatives of both parties. In our opinion, the opposing points of view were very ably and thoroughly presented and argued.

All of which is respectfully submitted.

Dated at Toronto this 10th day of April, 1945.

(Sgd.) R. MACGREGOR DAWSON,
Chairman.

(Sgd.) HERBERT ORLIFFE,
Member.

Minority Report

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between Moffats Limited, Weston, Ontario (Employer) and Local 3129, United Steelworkers of America, Toronto, Ontario (Employees).

To:

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

Dear Sir:

As I am unable to agree, in one respect, with the findings and recommendations of the majority of this Board I submit a separate report.

As the issues relating to seniority were settled and as I concur in the recommendation of my colleagues on the question of maintenance of membership, I shall confine my remarks to the demand of the union for the check-off.

CHECK-OFF

There is no history at all of harmonious relations between the union and the company. The early history of the organizing activities of the union in the year 1943 were perhaps, to put it mildly, not conducted on a very high plane and several of the pamphlets issued in the year 1943 for which the union to-day frankly assumes full responsibility contained much matter defamatory to several officers of the company and the reaction of the officers thereto has been the natural one. The union for its part alleges (although without submitting evidence) that the men have been for some time dissatisfied with the company's attitude in various aspects of its labour relations. There was, however, absolutely no evidence of any discrimination submitted. In

my opinion, no good can be accomplished by reciting in detail this early history. The company in effect now says: "Why should we concede any point, no matter how minor, which assists a union that up until now has been engaged in a campaign of vilification of the company"—and the union in effect says that if it were only given a reasonable measure of security it would then be in a position to discipline its few recalcitrant members, thereby promoting harmonious relations and assisting not only the union but the company itself. I think however that until the union has had vastly more experience in this plant the Board should not ask the employer to co-operate with the union in maintaining its strength and membership.

We were furnished with all the well-known general arguments for and against the check-off and these arguments have been repeatedly and fully set forth in reports of Conciliation Boards and I do not think anything constructive or useful will be attained by my repeating all these arguments and the usual answers to them.

The company and the Board are entirely in the dark as to what is involved in the granting of any form of check-off. Out of nearly

1,000 employees I am unable to tell whether a check-off will mean the alteration of the calculating machines and the bookkeeping systems for one person or 500. This much is obvious. It is a clause avowedly for the benefit of the union and equally avowedly one that will cause some measure, I am unable to tell how great, of inconvenience and perhaps financial burden on the company. So far as I know there may be groups, even more numerous than the present union members willing to sign some other kind of authorization who would like to have the company grant them the same privilege for some purpose. The thought that the voluntary, revocable check-off would be a gesture of co-operation on the part of the company, when its implications are unknown and when there is no history of harmonious relations, does not appeal to me. I therefore recommend that the union withdraw its request for the inclusion of any kind of check-off clause.

I regret that we were unable to reach a unanimous decision in all matters.

Dated at Toronto this 10th day of April, 1945.

(Sgd.) C. C. CALVIN,
Member.

Report of Board in Dispute between Dairy Pool Co-operative Marketing Association, Prince Albert, and Local 241, United Packinghouse Workers of America

On March 15 the Minister of Labour received the report of the Board of Conciliation which was established to deal with a dispute between the Dairy Pool Co-operative Marketing Association, Prince Albert, Sask., and Local 241, United Packinghouse Workers of America. A supplementary report was received on April 2.

The personnel of the Board was as follows: Mr. A. M. McIntyre, K.C., Saskatoon, Sask., Chairman, appointed on the nomination of the other two members; Mr. George H. Carr, Prince Albert, Sask., appointed on behalf of the employer; and Mr. A. C. Ellison, K.C., Regina, Sask., appointed on behalf of the employees concerned.

The text of the Board's report and of the supplementary report follows:

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and Dairy Pool Co-operative Marketing Association Limited Employer, and the Bargaining Representatives of the Employees of the Said Employer, United Packinghouse Workers of America, Employees.

On the 7th day of March, 1945, the Board of Conciliation established by the Minister of

Labour on the 6th day of January, 1945, met in Chambers at the Court House, in the City of Prince Albert at 10.00 a.m.

Present: Mr. G. H. Carr, Mr. A. C. Ellison and Mr. A. M. McIntyre, being all the members of the Board. Mr. C. S. Davis, K.C., Mr. C. T. Gooding, Mr. K. Anderson, represented the Employer.

Mr. N. R. Riches, Mr. G. B. Bassett, represented the Employees.

Mr. Kinch attended the afternoon session as one of the employees' representatives.

The session was called to order at 10.00 o'clock and Mr. Davis on behalf of the employer submitted that owing to the proclamation of Chapter 69 of Saskatchewan Statutes of 1944 second session which repealed Chapter 95 of 1944 first session, this Board lacked jurisdiction to deal with the matters. It was suggested that this was not the proper place to deal with such an objection and that the meeting proceed on the assumption that all the preliminaries were in order and that the Board had power to act.

The representatives of the Company were very insistent that they would negotiate only with regard to employees who were actually members of the Local No. 241 and stated that employees in the Prince Albert plant.

Representatives of the Employees were equally firm that having been certified as bargaining agents, it was their duty to represent all of the employees in the class mentioned in the certification.

The Board endeavoured to get the parties to discuss an Agreement reserving to Mr. Davis his right to make any objection to jurisdiction and the matter adjourned until 3.00 o'clock in the afternoon to permit the representatives of the employers to confer.

The meeting reconvened at 3.00 p.m. when Mr. Davis, on behalf of the employers, stated definitely as follows:

1. The Company will not negotiate concerning any Agreement which is applicable to more than the four employees whom it states are the only members of the Union now employed by the Company at Prince Albert.

Mr. Davis further asked permission to submit his reasons in writing and it was agreed that he may do so.

2. Mr. Davis raised a second objection; that having regard to the fact that Chapter 95 of the 1944 Statutes of Saskatchewan first session has been repealed by the proclamation of Chapter 69, Statutes of Saskatchewan, 1944 second session on January 23, 1945, this Board lacks jurisdiction.

3. That the certification of Bargaining Agents names the Bargaining Representative and one Wesley Scott is so named. The Company will not negotiate an Agreement so long as Wesley Scott remains certified representative, because he is working for a competitor of the employer.

Memo: Mr. Scott did not appear before the Conciliation Board and Mr. Riches stated on behalf of the employees, it was not his intention to have him appear.

Mr. N. R. Riches for Employees stated as follows:

1. That the Bargaining agents and the Union consider legislation as now drafted governs the parties to this dispute and the Union is prepared to live up to the regulations and submit a draft Agreement for discussion.

2. Mr. Riches stated that the Bargaining Agents were willing to negotiate as far as Local 241 is concerned on behalf of all the employees set out and described in the certification. The Bargaining Agents are not willing to consider any Agreement affecting only a portion of such employees.

The Members of the Board made every effort to have the employer and employees negotiate an Agreement. It was evident that these several representatives had not been on

good terms prior to this meeting. The representative of the employers was very definite that no Agreement would be considered which affected more than four members of Local 241. The representatives of the employees were equally firm that they would not consider any Agreement which did not include all employees mentioned in the certification. After the fullest possible opportunity had been given to the parties to alter their uncompromising stand, no agreement could be made and the Board must report that it was unable to effect any Agreement between the parties.

Dated at the City of Prince Albert, in the Province of Saskatchewan, this 7th day of March, A.D. 1945.

(Sgd.) A. M. McINTYRE

(Sgd.) A. C. ELLISON

(Sgd.) G. H. CARR

Members

Supplementary Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Dairy Pool Co-operative Association, Prince Albert, Saskatchewan, Employer, and Local 241 United Packing-house Workers of America, Employees.

In the opinion of the Board the issue in question was, whether or not the Agreement should cover all employees named in the certification or only the four men whom the employers' representative claimed were the only members of Local 241.

Other issues were raised, such as jurisdiction, etc., but these were put on one side and an effort made by this Board to resolve the primary issue as stated above. Unfortunately the Board was unsuccessful in its efforts.

Your Board recommends that the employer be required to negotiate an Agreement in accordance with the provisions of P.C. 1003. Such Agreement shall govern all production workers and outside staff covered by the certification, and the Agreement shall have as its effective date for all purposes, September 15, 1944.

Dated at the City of Saskatoon, in the Province of Saskatchewan, this 28th day of March, A.D. 1945.

(Sgd.) G. H. CARR,

Member

(Sgd.) A. C. ELLISON,

Member

(Sgd.) A. M. McINTYRE,

Chairman

Report of Board in Dispute between the Canadian Car & Foundry Co., Limited, Brantford, Ont., and United Automobile, Aircraft & Agricultural Implement Workers of America, Local 397

On April 2 the Minister of Labour received the reports of the Board of Conciliation established to deal with a dispute between the Canadian Car & Foundry Company, Limited, Brantford, Ont., and the United Automobile, Aircraft and Agricultural Implement Workers of America, Local 397. A minority report was submitted by Mr. D. A. Paterson.

The personnel of the Board was as follows: Dr. Cecil A. Wright, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. D. A. Paterson and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

Re: Wartime Labour Regulations, P.C. 1003 and re a Dispute between Canadian Car and Foundry Company, Limited, Brantford, Ontario, and United Automobile, Aircraft and Agricultural Implement Workers of America, UAW-CIO, Local 397.

To:

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

The Board of Conciliation appointed by you pursuant to s. 13 of P.C. 1003 begs to report as follows:

The Board sat in Brantford, Ontario, on Saturday, February 17, to hear the written and oral submissions of the parties. At the hearing the Company was represented by A. Ashton, Works Manager, Brantford, and G. Walsh, Director of Personnel, Montreal. The Union was represented by Seth Bejian, Chairman of the Union Plant Committee and Robert Stacey, International Representative UAW-CIO.

The present dispute arose in the course of negotiating a renewal of a collective agreement which was first made in July, 1943. The first agreement was made following a vote taken pursuant to a report of a Board under the Industrial Disputes Investigation Act when the present Union obtained about 70 per cent of the eligible votes. At the present time, of some 340 eligible employees at this plant, the Union claims about 60 per cent as paid-up members in good standing. The Company employs in all some 28,600 persons in twelve plants operated by it (of which six major and three minor plants are in Montreal, the others,

in addition to the one in Brantford, being in Fort William and Amherst). The Company has collective agreements in these various plants, the oldest dating from 1934 in Montreal, and in Fort William, employing about 6,800, from 1939. None of the existing agreements contain any provision for union security or check-off and, according to the Company, it has never been asked for either until the Union made its demand in the present instance in the Brantford plant.

The parties have reached agreement on all matters arising in the negotiation of the renewal of the 1943 agreement save the request of the Union for inclusion of the following clause in the new agreement:

1. In order to promote harmonious relations between the Company and the Union it shall be a continuous condition of employment that all present employees who have attained seniority must become members of the Union within thirty (30) days of the signing of this Agreement, and shall remain members in good standing thereafter.

2. New employees must join the Union within thirty (30) days from the date of hiring and must remain in good standing thereafter.

This request the Company refused on the ground that its policy was one in favour of the open shop and that it felt that the maintenance of union membership was "the Union's business" and should not be the concern of the Company. The sole question before the Board was the question of this "union shop" clause.

At the hearing the Board indicated that whatever might be the merits or demerits of a "union shop" as a matter of general principle, the present Union had neither sufficient length of experience in this plant, nor such overwhelming support as would warrant a recommendation that all existing employees, both Union and non-Union, and all future employees should, as a condition of employment, join and remain members of the Union. No doubt every Union looks forward to the time when all employees in a given plant shall support and be members of the agency which acts in the interest and for the benefit of such employees. Such a goal is not only understandable from the point of view of Union employees, but we believe that a Union which has demonstrated to an employer over a period of time its ability to attract and hold the vast majority of employees and to act constructively on their behalf with management should eventually be entitled to look forward to co-operation of management to that end. Such co-operation would seem to be in the mutual

interests of both employer and employees. It is perhaps sufficient to say that it is the unanimous opinion of this Board that the conditions under which a Union might reasonably expect such co-operation have not been established in the present case. The Board accordingly recommends that the Union withdraw its request for the "Union Shop" clause as put forward.

Under these circumstances it is possible to say that the Union having failed to convince the Board of the reasonableness of the request put before it there is no necessity for a Board to award any milder form of security in the form of a "consolation prize". Such a view, however, would ignore the fact that in direct negotiations between the parties preceding the establishment of the present Board, the Union had been prepared to discuss some lesser form of union security, but in view of the Company's firm position that it was opposed to any form of union security, the Union placed before the Board its original request for a Union Shop. There can be little doubt that a union which has the duty of acting for the duration of the agreement as a certified bargaining agency is entitled to an opportunity to carry out the duties which are imposed upon it by law, in as favourable circumstances as a spirit of compromise will permit. One can appreciate that a responsible union must frequently take a position which, in light of long term policy will not meet with favour of individual employees and individual members of the Local. Thus, one can envisage employees of a plant making demands for wage increases which a responsible union might feel called upon to oppose under the abnormal conditions of war. Such an attitude on the part of the Union should be encouraged by the Company, but if it were to result in a decrease in membership of the Union, many employers would say that the Union was losing support and was, on that account, disentitled to any form of security by the co-operation of the employer.

On the other hand an irresponsible union, which sought to increase membership by pandering to exorbitant demands of the employees would certainly be rebuffed, and properly so, by an employer, even though membership in the union might be increased by such methods of the union. Under these circumstances one must have considerable sympathy for a claim on the part of the Union to be secure for the duration of an agreement and to have some control over the members of the Union so that it can enter on a constructive policy of co-operation in the interests of both employer and employee.

To state, as the Company in the present case does, that it is the Union's business to obtain

and maintain its own security, even if partly correct, cannot be entirely true, once it is granted that the Union for the duration of the Agreement is a real party to the maintenance of industrial relations in the plant in which it is certified as bargaining agent. We can appreciate that a company may not be willing at an early stage in its experience with a given union to make membership in the union a condition of employment. Even if the principle of membership in a union as a condition of employment at any stage of bargaining experience were sound—a question on which we express no opinion—it may not be in the interest of either the Union or the Company in a particular case, for a Union to force this issue in the early stages of bargaining experience. For this reason, therefore, we do not believe that in this instance the Union should insist on a maintenance-of-membership clause at this stage of the bargaining relations, particularly if some other method of achieving somewhat similar results might be adopted which is less open to objection as a matter of "principle" by the Company.

Granted that the Union should have an opportunity of demonstrating either its suitability or unsuitability as bargaining agent under circumstances as favourable as possible, we cannot see how a Company can, in principle, object to recognizing and honouring voluntary authorizations of individual employees to deduct Union dues and which authorization is stated by the employee to be irrevocable for the duration of the agreement. Agreement by the Company to honour such authorizations will not only serve to remove any possible suspicion that the Company is willing to go no further than the law demands with regard to collective bargaining (and which is frequently interpreted as meaning that a company is anxious that the union should have its path of progress made as difficult as possible) but such agreement on the part of the Company should also serve to inculcate in the individual employees who are employed on the terms of the collective agreement, a sense of responsibility in choosing their union, and should give such employees a sufficient monetary stake in the Union that they will more readily accept union discipline.

We are not unaware of the fact that even such a modified form of union security, relieving as it does a union from making active and continuous contacts with its membership during the duration of the agreement, may possibly have the result of reducing the union's efficiency and reduce its chances of continuation as bargaining agency at the end of the agreement. This is a matter, it would appear to us, for serious consideration by both the Union and the individual employees who give

the authorization, and it would not seem to lie in the Company's mouth to question the choice of either. Certainly, in the past, unions have had to take what they believed to be "the hard way" in both gaining and maintaining Union recognition. Granted compulsory collective bargaining, we believe that a Union is at least entitled to have an opportunity of proving to both management and employees alike, the advantages which it claims inhere in Union security so far as is compatible with a spirit of reasonable compromise. This we believe can best be done with the least sacrifice to the interests and principles of both parties in the present case by the adoption of a clause in the new collective agreement along the following lines:

Upon presentation of an authorization signed by an employee to deduct \$. a month from his wages and to transmit such amount to Local 397 of the Union, which authorization may be stated to be for the duration of the Agreement, the Company undertakes to honour such an authorization according to its terms and to transmit by cheque the total amount so deducted to the financial secretary of Local 397 before the 10th of the month in which it is deducted.

Such a clause would free the Company from inquiry into the terms of Union membership and would not require the Company to discharge employees for failure to keep up membership. It would, however, satisfactorily serve to give the Union by the voluntary act of individual employees some guarantee of financial security which would assist it in conducting collective bargaining relations with the Company for the duration of the Agreement.

We accordingly recommend that such a clause as outlined above be adopted in the Agreement under discussion.

All of which is respectfully submitted.

Dated at Toronto, this 23rd day of March, 1945.

(Sgd.) CECIL A. WRIGHT,
Chairman

(Sgd.) BORA LASKIN,
Member

Minority Report

Re: War Time Labour Regulations P.C. 1003 and re a Dispute between Canadian Car & Foundry Company Limited, Brantford, Ontario, and United Automobile Aircraft and Agricultural Implement Workers of America U.A.W. C.I.O., Local 397.

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

Sir:
I am in agreement with much of the contents of the Majority Report herein, signed

by my colleagues, Dr. Cecil A. Wright and Mr. B. Laskin. While not a signatory thereof, I endorse in full the viewpoint of the members of the Board as a whole on the demand for "Union Shop" and the reasons as set forth on page two why the Union should vacate its demand for that condition.

The following excerpt from page two of the Report is significant:

At the hearing the Board indicated that whatever might be the merits or demerits of a "union shop" as a matter of general principle, the present Union had neither sufficient length of experience in this plant, nor such overwhelming support as would warrant a recommendation that all existing employees, both Union and non-Union, and all future employees should, as a condition of employment, join and remain members of the Union. No doubt every Union looks forward to the time when all employees in a given plant shall support and be members of the agency which acts in the interest and for the benefit of such employees. Such a goal is not only understandable from the point of view of Union employees, but we believe that a Union which has demonstrated to an employer over a period of time its ability to attract and hold the vast majority of employees and to act constructively on their behalf with management should eventually be entitled to look forward to co-operation of management to that end. Such co-operation would seem to be in the mutual interests of both employer and employees. It is perhaps sufficient to say that it is the unanimous opinion of this Board that the conditions under which a Union might reasonably expect such co-operation have not been established in the present case. The Board accordingly recommends that the Union withdraw its request for the "Union Shop" clause as put forward."

Concisely but completely, the foregoing extract explains why the Union's demand for a closed shop must fail and cannot be recommended.

The quotation also epitomises, in the opinion of the undersigned, why the recommendation for a voluntary "check-off" should fail. In short, the Union during its incumbency as Bargaining Agent has failed to advance its cause within the Plant, it has failed to maintain its membership and it has been unable to induce other workers to enter its fold. It has lost the confidence, if not the support, of many who were its members in the month of June 1943 when, as a result of the ballot then taken, it was established as the bargaining agent for the Brantford Plant Employees, displacing the Moulders' Union of the American Federation of Labour.

What are the facts?

In the months of April, May and June 1943, the undersigned sat as a member of a Board of Conciliation appointed to consider a dispute in the Brantford Plant of the Canadian Car & Foundry Co. Ltd., which made a unanimous

award in favour of the present Union as Bargaining agent following upon a vote under Government auspices resulting as follows:

For the present Union	246
Against	83
Spoiled ballots	3

The undersigned recalls hearing statements then made as to the impotency of the previous bargaining agent—its ineffectual efforts to produce positive results favourable to the employees. In fact it was claimed that that was the chief reason for the endeavour of the present union to upset the bargaining agent of that time. Nothing had been accomplished for the employees by the old regime, and nothing could be accomplished until a change of authority were affected, i.e. until the present Union became bargaining agent.

To the Board, the Union has stated that at the present time it has 200 memberships out of a total number of employees of 340-58 per cent or so.

In June, 1943, when the present Union was confirmed as the new bargaining agency it obtained the support of 74 per cent of the employees. Within eighteen months of securing control, the present Union's authority over the work-people in the Plant has diminished 16 per cent. Despite that obvious fact, the Union in opening negotiations for a new Agreement reaches out for a Union Shop—a condition usually demanded where the strength of the Union is strongly preponderant and growing, instead of, as in the present case, waning to the point where bargaining authority may soon pass out of its hands.

With all respect to the statement in the Majority Report to the contrary, the Company politely insists that no "lesser" type of Union Security was advanced by the Union for consideration and adoption. No substitute security was discussed and therefore none was refused.

The Union Shop provision under the foregoing circumstances being rejected by the Board, how, logically, under the same set of circumstances, can the provision known as voluntary check-off be justified? True it is but voluntary. No one is to be coerced and being voluntary it does not clash in any way with the provisions of the Labour Code governing unfair practices.

But nevertheless, when the voluntary check-off becomes a recommendation of the majority of the Board and therefore presumably an award favourable to the Union, the assumption arises that, in some way, though unexpressed, the concession has been earned.

I fail, however, to understand how such a conclusion can be reached.

CONCLUSION

Under all the circumstances I am of the opinion that the application by the Union should not have been submitted, is premature, and should be withdrawn, as suggested by the undersigned during the hearings before the Board.

I have the honour to be, Sir,
Your obedient servant,

(Sgd.) D. A. PATERSON,
Member.

Montreal, P.Q., 28th March, 1945.

Report of Board in Dispute Between Macassa Mines, Kirkland Lake, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union

On March 31, the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Macassa Mines, Kirkland Lake, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union.

The Board was under the chairmanship of Dr. Alexander Brady, Chairman, appointed by the Minister of Labour on a joint recommendation from the other two members, Messrs. Gilbert E. Jackson and George Harris, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and re Macassa Mines Limited, Kirkland Lake, Ontario, and Local 240, Kirkland Lake Mine and Mill Workers Union.*

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established to deal with the above dispute begs to submit its report.

On August 15, 1944, a vote was held among the employees of the Macassa Mines Limited to determine what organization would represent them as a bargaining agency, with the following result:

Number eligible to vote.....	157
Number of ballots cast.....	140
Number of votes for the Mine, Mill and Smelter Workers Union, Local 240	84
Number of votes cast for Independent Canadian Mine Workers Union	52
Blank or spoiled ballots.....	4

As a consequence of this vote Local 240 was certified by the Ontario Labour Relations Board on September 13, 1944, and negotiations took place between it and the Company in October and November which resulted in the signing of a partial agreement. Matters on which there was still disagreement were:

(a) claim by the Union for a maintenance-of-membership provision;

(b) claim for a voluntary revocable check-off;

(c) time and one-half for time worked over eight hours in any one day;

(d) double time for all statutory holidays.

The matters which came before the present Board are only (a) and (b) above; the matters included under (c) and (d) come within the jurisdiction of the National War Labour Board.

A public hearing was held on February 20, 1945, and both parties presented evidence and argument on the matters in dispute. The Company was represented by Mr. R. A. Bryce, president, Mr. Arthur Slaght, K.C., M.P., counsel, and Messrs. L. Beaman, J. A. Howes, and A. Harris. The Union was represented by Mr. W. Simpson, international representative in Kirkland Lake.

THE ARGUMENT ON LEGALITY

The argument was presented to the Board by Mr. Arthur Slaght, counsel for the Company, that apart from the merits or demerits of the claims made by the Union, these claims cannot properly, under the terms of P.C. 1003, be referred to the Board because they do not relate to "working conditions" as contemplated in subsection (1) (d) of section 2 of P.C. 1003. In brief, Mr. Slaght contended, maintenance-of-membership and check-off are not "working conditions", and hence the Company is not obligated to negotiate concerning them. Furthermore, he argued that both maintenance-of-membership and check-off would constitute for the Union "financial and other support", which under section 19 (1) of P.C. 1003 is prohibited.

The members of the Board are not lawyers, and feel diffident about pronouncing upon legal points, yet have no alternative but to accept or reject the legal argument of Mr. Slaght. They note that this issue of legality has appeared before other and previous Boards, and desire to point out that a Board composed entirely of lawyers which dealt with a dispute between Fittings Limited, Oshawa, and United Steelworkers of America (LABOUR GAZETTE, November, 1944, pp. 1351 and 1353) was agreed that the prohibition in section 19

(1) did not extend to a voluntary check-off, since each individual employee himself, not the Union, determines whether he wishes the Company to oblige him concerning the payment of his Union dues. Doubtless the decision of the employee and the action of the Company confer a benefit upon the Union, but it is a benefit different from one conferred upon a Union by an employer's own initiative. It was this latter type of benefit which P.C. 1003 had in view. To the present Board this argument appears convincing.

The argument of the Company that it was not called upon to negotiate on maintenance-of-membership and check-off clauses because they did not strictly relate to "other working conditions" as contemplated in subsection (1) (d) of section 2, in P.C. 1003 was also considered by the Board. It is evident that by its presentation the Company is endeavouring to attach a fixed and rigid meaning to the phrase, "other working conditions", but this Board is of the opinion that the phrase, as commonly used in industrial relations, is without a rigid meaning. It refers to the conditions under which employees will work and employers will give work, and these in modern industry are changing conditions. This matter has been fully dealt with in a recent report of the Board of Conciliation, which examined a dispute between the Upper Canada Mines Limited and the International Union of Mine, Mill and Smelter Workers. The Majority Report of the Board in this case interpreted "working conditions" to mean "any term on which an employee wishes to work, or on which an employer wishes an employee to work". It contended forcibly that "working conditions" cannot be narrower than the content of the employer-employee relationship itself, and with that contention the present Board is in agreement. It believes that maintenance-of-membership provisions and check-off come as properly under "other working conditions" as a grievance procedure or seniority rights. Hence it considers that it is entitled to make recommendations concerning them.

But before making such recommendations it would suggest that the terms of P.C. 1003 in the matter of section 19 (1), might properly be clarified by the government through amendment. The Board, however, has no authority to make recommendations concerning the amendment of P.C. 1003, and it passes on this suggestion as an obiter dictum.

RECOMMENDATIONS ON THE POINTS IN DISPUTE

In considering the request for the inclusion of clauses in the agreement providing for maintenance-of-membership and check-off, the

Board recognized the variety of pertinent circumstances which are present: the parties have signed a first agreement and hence are not yet fully accustomed to each other; the Union is not powerful in the mine but by all the signs is capable of maintaining its position; labour in the industry is not at present abundant, and in the post-war period there is likely to be some inflow of fresh workers; there are many men in the military forces who will return to the employment of the Company. The most important circumstance is that the Union and the Company are just at the beginning of a contractual relationship. They have negotiated in good faith an agreement, except for the few disputed clauses. As far as the Board can judge the relations of Company and Union are friendly, and with a spirit of give and take on both sides these friendly relations should continue.

Thus far the Board is unanimous. In respect of its recommendations, however, the Board is not unanimous.

RECOMMENDATIONS OF THE MAJORITY

The majority members of the Board consider that the Union should withdraw its request for a maintenance of membership clause, and that on the other hand the Company should concede the privilege of a voluntary check-off. A maintenance of membership clause is frankly a step in the direction of a Union shop, with some of the implications of a Union shop, and the majority members of the Board (without arguing the matter in this report), are of the opinion that in the present agreement the Union should not request this step.

On the other hand it is in their view reasonable that the Company should concede the voluntary check-off; that is, recognize a voluntary authorization from employees to have their Union dues deducted monthly from their wages. Collection of Union dues in a mine is often a troublesome procedure for Union officials and for the employees, and a check-off will be of considerable help to both. Admittedly it will involve some expense and inconvenience to the Company, but its concession will unmistakably demonstrate the Company's desire to come at least half way in an endeavour to meet the requests of the employees who are members of the Union. That demonstration should contribute to the strengthening of future good relations between the Company and the Union.

RECOMMENDATIONS OF THE MINORITY

The code of war-time labour regulations, of which P.C. 1003 forms a part, will in due course disappear; and on the necessity for

its ultimate disappearance there is substantial agreement among employees and employers. But the legitimate interest of Society in the decisions arrived at by collective bargaining—that endures and cannot be disregarded safely.

No better instance of this need be sought than the present dispute; as may be seen by the following account of the negotiations preceding appointment of this Board; an account upon which (at least, as to the facts in the case) both parties to the dispute are agreed.

In the present instance, the Trade Union concerned began by submitting to the Employer a clause known as the Union Shop.

If accepted, this clause would in effect have compelled employees of the Company *either* to become Union members *or* to give up their means of livelihood.

When the Employer refused this request, an alternative clause was put forward by the Union known as Maintenance of Membership.

This would respect the freedom of employees not already members of the Union to remain outside it; but, if accepted, would in effect have compelled employees of the Company who had already become Union members to remain Union members for the duration of the Agreement; or alternatively, to give up their means of livelihood.

When the Employer refused this request, another alternative clause was put forward by the Union which is known as the Compulsory Check-off.

This would in effect also have compelled employees of the Mine who had become members of the Union to remain members of the Union for the duration of the Agreement; and would have made the Employer a party to the compulsion.

When the Company refused this request also, the Union submitted yet another alternative proposal, known as the Voluntary Revocable Check-off.

It is quite obvious that if the Employer were to agree to this the Union would benefit both materially and morally.

The Union would be saved the trouble and expense of collecting dues from individual employees; the Company would be performing on behalf of the Union a function which (human nature being what it is) will always be more or less unpopular.

If the Company could feel assured that by consenting to this proposal it would be securing itself against a renewal of pressure upon it to concede demands for Maintenance of Membership or for the Compulsory Check-off (which it rejects in principle), it might be well advised so to consent. But the Company has no such assurance.

This account is given at length for two specific reasons:

(a) Because in the brief presented to this Board by Local 240, Kirkland Lake Mine and Mill Workers' Union, it is contended that Maintenance of Membership is necessary;

(b) Because in the brief presented to this Board by the Macassa Mines Limited, the Board was requested specifically to make careful examination of two questions:

(i) Would the Maintenance of Membership take away freedom and rights of the employees?

(ii) Would it be against the interest of the general public in Canada?

Just as the Board was unable to legitimately disregard the Company's plea that certain claims of the Union cannot, under the terms of P.C.1003, properly be referred to the Board (and the Board therefore considered, and unanimously rejected, Mr. Slaght's argument in favour of this plea); so now the Board cannot properly sidestep a claim which is still maintained by one of the two parties to this dispute; and which is central to the submission of the other party.

With reference to these two questions, this Minority Report makes the following observations:

(i) Maintenance of Membership and the Compulsory Check-off (whatever may be their practical advantage from the standpoint of Union strategists concerned with entrenching themselves against attack from an employer—or from another union) involve a choice, on the part of all Union workers brought within the scope of a Maintenance of Membership Agreement, or made subject to Compulsory Check-off, which in practice becomes irrevoc-

able; unless, that is, an adequate and effective "escape clause" is included in such an agreement—none such has been proposed in the present instance.

(ii) The question, whether it is justifiable in a society desiring to remain free, to force upon any group of citizens such an irrevocable choice?—may be debated for a long time to come, before a single answer emerges to satisfy the Canadian conscience.

This Minority Report therefore recommends that Union and Employer should be satisfied with the partial Agreement, of which a copy has been submitted to this Board; and should administer it in a spirit of co-operation, meanwhile leaving in abeyance the disputed issue.

For it should be made clear that, in the present instance, it is the Union which is requesting a concession from the Employer, which the Employer is free to make or not to make; and it is for the Union to convince the Employer, on the basis of a favourable experience with the partial Agreement already negotiated between them, that the making of this further concession will inure to the benefit of both parties.

All of which is respectfully submitted.

Dated at Toronto, this 29th day of March, 1945.

(Sgd.) ALEXANDER BRADY,
Chairman

(Sgd.) GEORGE HARRIS,
Member

(Who submits the Majority Report)

(Sgd.) GILBERT JACKSON,
Member

(Who submits the Minority Report)

Report of Board in Dispute between Anaconda American Brass & Copper Co., Ltd., New Toronto, Ont., and Local 811, New Toronto Brass & Copper Workers' Union, International Union of Mine, Mill and Smelter Workers

On April 19 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Anaconda American Brass & Copper Co., Ltd., New Toronto, Ont., and Local 811, New Toronto Brass & Copper Workers' Union, International Union of Mine, Mill & Smelter Workers. A minority report was submitted by Mr. N. P. Petersen.

The Board was under the chairmanship of Dr. Cecil A. Wright, Toronto, appointed on the joint recommendation of the other two members of the Board; Messrs. N. P. Petersen and Lewis Duncan, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Anaconda American Brass and Copper Company, Limited, New Toronto, Ontario, and Local 811, New Toronto Brass and Copper Workers' Union, International Union of Mine, Mill and Smelter Workers.

To:

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

The Conciliation Board appointed by you to deal with the above dispute begs to report as follows:

On March 26th, 1945, a meeting was held to hear the written and oral submissions of the parties, at which meeting the Union was represented by B. T. Doherty, International Representative, and J. Stewart, Vice-President of the Local, while the Company was represented by U. M. Evans, Superintendent, L. R. Richardson, Labour Supervisor and G. R. Munnoch, K.C., Counsel.

The first collective agreement made at this plant was one dated November 26th, 1943 between the Company and the Industrial Union of Copper and Brass Workers Local No. 1, C.C.L. In August 1944 the present Union took over jurisdiction from the former C.C.L. Union at the request of the members of the Union, and in October of that year the Company agreed to recognize the new Union and to observe the agreement of November 26, 1943 as if it had been made between the present Union and the Company. On November 24th, 1944 the present Union opened negotiations for a new agreement. These negotiations proceeded until January 8, 1945, at which time the Union appealed to the Ontario Labour Relations Board on the ground that the parties were deadlocked. On January 16th, 1945, the Board indicated that the parties should negotiate for another two weeks; meetings were held throughout January and on January 26th practically all the matters in dispute between the parties, with the exception of the request of the Union for a Union Shop clause and an involuntary and irrevocable check-off clause, were agreed upon between the parties. On Monday, February 19th, following a Union meeting the previous day, a strike took place at the plant of a day's duration, the reason given for the strike being that the employees objected to what they called the dilatory tactics of the Company in failing to put into operation the terms on which they had agreed as a partial agreement at least, and the refusal of the Company to embody the Union Shop clause and Check-off provisions. Work was resumed at the plant shortly after five o'clock on February 19th on the understanding that an agreement would be signed and an agreement was signed on February 26th between the Company and the Union. While Article 11 of the Agreement as signed provides that the provisions therein "shall constitute the entire agreement between the parties", before this Board the Company did not take the position that the Agreement was intended to be final and determinative, and there was apparently an oral understanding, at least, that other matters not agreed upon would be referred to a Conciliation Board under the proceedings set in motion by the Union in January of this year.

The following matters were placed before the Board as questions on which the parties were unable to agree:

The Union requested the inclusion of a Union Shop clause by which all employees both present and future should become and remain members in good standing with the Union as a condition of employment by the Company, and secondly, an involuntary, irrevocable check-off of Union dues by the Company.

The Company requested the inclusion of a no-strike clause, and secondly, a clause by which the Union would agree to stop the publication of what it alleged was false and misleading material in the local Union bulletins, etc.

The Union claimed that some 90% of the employees in this plant, of whom eligible employees number about 1,200, were members in good standing of the Union. They produced before the Board what they claimed to be some 924 signed authorizations from individual employees (a specimen copy of which is hereto attached) by which the employees undertook to remain members in good standing of Local 811 for the duration of the collective agreement and by which the individual employees authorized the Company to deduct monthly Union dues and to remit the same to the Secretary-Treasurer of the Local. These authorizations were placed at the disposal of the Company and, while the Company did not admit their validity, there was no serious dispute as to their authenticity, save that the Union admitted that amongst the 924 authorizations filed were included some from employees in a Crown Company (Can. Strip Mill Ltd.) which was a separate entity having a separate agreement and which employed some 250 eligible employees. There is little doubt, however, that the present Union commands an overwhelming support of the employees in the present Company and that the majority of such employees did sign the individual authorizations placed before the Board.

The Company resisted the Union's claim chiefly on the ground of irresponsibility of the Union, and it placed great reliance on the fact that the stoppage of work on February 19th, being illegal, was an indication of the Union's irresponsibility. It is true that Mr. Doherty stated that the Union did not authorize or call the strike and that it was unknown to him until after it had commenced, but it is also significant that he admitted quite candidly that the Union took no disciplinary action against any of those members participating.

We do not believe that in the present state of collective bargaining between the parties the

request for full union shop and involuntary and irrevocable check-off should be pressed by the Union. We cannot ignore, however, the large number of signed authorizations of the employees, nor can we, when seeking some method by which industrial peace may be preserved for the future, ignore the fact that the Company's refusal to accede to any form of Union security was considered sufficiently important to rouse the feelings of the employees in this plant to the extent of producing a stoppage of work.

After much consideration the Board felt that there might be a possibility of getting the parties together and concluding an agreement on the points in dispute if the Union's request for a form of Union security were coupled with some tangible evidence of its desire to furnish the Company with a corresponding benefit. The Board felt that if the request for some form of Union security was, under the circumstances disclosed here, accompanied by a willingness to accept such security conditioned upon the non-participation by Union members in strikes or stoppages of work for the duration of the agreement, there might be hope of an agreement being reached. Accordingly on April 12th, the parties met once more with the Board. At that time the Company indicated its willingness to give a voluntary revocable check-off conditioned upon, and to be forfeited in case of a strike participated in by Union members. On the other hand, the Union indicated its willingness to accept a maintenance-of-membership clause plus check-off, without any forfeiture, provision, in lieu of its original request. The Company refused to consider maintenance of membership even subject to forfeiture in case of strike, although the Union representative, Mr. Doherty, indicated that he would, albeit reluctantly, recommend the acceptance of such provision to the employees. Under these circumstances the parties were unable to reach an agreement.

We understand that our colleague, who is writing a separate report, is willing to recommend the acceptance by both parties of a clause providing for check-off of Union dues by the Company conditioned upon non-participation in strikes or stoppage of work by Union members. To this extent the Board's report is unanimous, but, differing from our colleague, we are of opinion that under the circumstances disclosed here, and in the interest of future industrial peace in this plant, the Company should be willing to concede a maintenance-of-membership clause likewise conditioned.

To demand a forfeiture provision for a check-off clause alone, which, as a gesture of

co-operation, has been conceded by many companies, and recommended by many unanimous Boards, is not, in our opinion, sufficient to meet the situation in the present case. We can see no reason why the Company should not, in the circumstances, recognize the willingness of their employees to support the Union of their choice for the duration of the agreement, particularly if such recognition by the Company is conditioned upon the absence of strikes or stoppages of work. We believe, further, that under the circumstances here, the Union might reasonably concede such a forfeiture clause to the Company.

With this in mind and in place of the two requests by the Union, and the request of the Company for a no strike clause, we suggest that there should be included in the present agreement, which was executed on February 26, and as part thereof, a clause somewhat as follows:

(a) It shall be a condition of employment of all employees who are now or who may hereafter become members of the Union that they maintain their membership in the Union in good standing for the duration of this agreement.

(b) The Company agrees to deduct from the pay of every employee who authorizes the Company in writing so to do, the sum of \$1.00 each month as Union dues and to remit such money monthly to the Union together with a memorandum in writing showing the names and addresses of the persons with respect to whose pay the said deductions shall have been made.

(c) If during the lifetime of this Agreement an illegal strike, sit-down or stoppage of work occurs, in which 50 per cent or more of the members of the Union shall have participated or in which 50 per cent or more of those participating in such strike are members of the Union, the Company may, within one week after the beginning of such strike, give notice in writing to the Union terminating its obligations under clauses (a) and (b) of this Article by reason of such participation, and unless the Union, within one week after receipt of such notice, disputes the fact that the strike, sit-down or stoppage was illegal in which 50 per cent or more of its members participated in such strike, sit-down or stoppage of work, or that 50 per cent or more of those participating were members of the Union, the Company, within one week after receipt of its notice by the Union, shall be relieved of all obligation under clauses (a) and (b) of this Article. In the event that the Union disputes the fact that the said strike, sit-down, or stoppage of work was illegal or that 50 per cent or more of its members participated in such strike, sit-down or stoppage of work, or that 50 per cent or more of those participating were members of the Union, then the question or questions disputed shall be determined by an arbitrator chosen by mutual agreement between the Company and the Union, or, in the event of their failure to agree, by an arbitrator appointed by the Minister of Labour for

Ontario. After the Union disputes any allegation of the Company made hereunder, and until the decision of the arbitrator is received by both parties, the obligations of the parties under this Article shall continue in effect, but the decision of the arbitrator shall be final and binding on both parties and if the arbitrator finds in favour of the Company's contention, then the obligations of the Company under this Article shall forthwith cease on receipt of the arbitrator's decision. The cost and expenses incident to such arbitration shall be borne equally by the Company and the Union.

Before this Board nothing was placed in evidence which would warrant the inclusion of the Company's proposed clause with regard to the publication of offensive Union propaganda and the Board therefore recommends that the Company's request for this clause be withdrawn.

In the result, therefore, as a means of settling the two requests of the Union and the counter request of the Company for a no-strike clause, this Board recommends the inclusion of the clause regarding maintenance-of-membership and voluntary check-off of dues, conditioned on non-participation in strikes, etc., by the Union, as outlined above.

All of which is respectfully submitted.

Dated at Toronto, this 16th day of April, 1945.

(Sgd.) CECIL A. WRIGHT,
Chairman

In view of the strong organization of the Union and the large number of authorizations which had been signed by Union members it is my opinion that this Board would have been justified in recommending that the Company should grant the requests of the Union for a Union Shop and an involuntary and irrevocable check-off. However, as a matter of compromise, I subscribe to the recommendations numbered (a), (b) and (c) in the report of the Chairman.

One further matter should be mentioned. The Agreement of the 26th February, 1945, makes elaborate provision for grievance procedure. Four stages are provided for. The Agreement then appears to provide for arbitration. But the arbitration clause is in the following terms:

In case a matter is not settled after following the above Grievance Procedure, it may be submitted, *by mutual consent*, for Arbitration to the American Arbitration Association, Canada Division, under the Rules of Procedure as contained in the Voluntary Labour Arbitration Tribunal of the American Arbitration Association.

The underlined words, which the Company insisted on, contrary to the wishes of the Union, gives the Company the right to refuse

to arbitrate any unsettled grievance. It is unfortunate that the Company has taken this attitude. Industrial peace is promoted by the rapid settlement of grievances, carried to arbitration if necessary. It is not promoted by the setting up of illusory grievance procedure.

April 16, 1945.

(Sgd.) LEWIS DUNCAN,
Member

Minority Report

Re: Wartime Labour Relations Regulations, P.C. 1003, and Anaconda American Brass and Copper Company, Limited, New Toronto, Ontario and Local 811, New Toronto Brass and Copper Workers Union, International Union of Mine, Mill and Smelter Workers.

To:

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

Dear Sir:

The Conciliation Board appointed to deal with the above reference has completed its work and as I am unable to concur with my colleagues, I herewith submit a separate report.

A meeting was held on March 26th, 1945, at which the union was represented by B. T. Doherty, International Representative, and J. Stewart, Vice-President of the Local. The company was represented by G. R. Munnoch, K.C.

B. T. Doherty outlined to the Board collective bargaining which had taken place, with meetings held at reasonable intervals, culminating in a union meeting, Sunday, February 18, 1945, at which a report was made of progress to date. In outlining this progress to the Conciliation Board, Mr. Doherty stated that all articles of the agreement had been completed and accepted by both sides as of February 14, 1945, excepting one question in connection with article 8, sub-section 4, which deals with job classifications.

Despite this progress, a sit-down strike took place at the plant of Anaconda American Brass and Copper Company, Limited, on February 19, 1945, being of one day duration, for which the men received no strike pay from the union.

The Conciliation Board was furnished with copies of completed and signed agreement between the company and the union dated February 26, 1945, which contains, among other terms, the following Article No. 11.

ARTICLE II

Amendment

The foregoing provisions shall constitute the entire agreement between the Parties for the term hereof unless amended in writing by the Parties and signed by Officials authorized so to do.

The union submitted to the board that despite its acceptance of the agreement which it signed, it had two further demands on which it asked conciliation. These two demands had been dealt with by a Conciliator, appointed following appeal to the Ontario Labour Relations Boards, on January 16, 1945. The union at that time requested:

- (1) Maintenance of Membership.
- (2) Dues check-off.

When appearing before the present board the union had changed its two conditions as follows:

- (1) Union Shop.
- (2) Dues check-off,

whereupon the Company placed before the board two conditions:

- (1) No-strike clause.
- (2) Stoppage of unfair and untrue statements against the Company in local union publications or in unsigned bulletins.

In view of a completed agreement, properly signed, having been designated by the union representative as a good working agreement, and having regard to the following:

- (1) The Union is not well-known in the locality, the present agreement being its first contract with the Company.
- (2) Irresponsibility of the union, its officials, or its members, as demonstrated by the union or union members action—stopping work, illegally, on February 19, 1945

the board would be justified in disallowing consideration of the union's conditions and I feel equally disposed to ignore the company's request for further conditions.

After lengthy deliberations by the Board, it was decided to attempt further conciliation, and on April 12, 1945, the Board met again with B. T. Doherty and two employees of the Company representing the union, and U. M. Evans and L. R. Richardson representing the Company.

At this meeting the Company agreed to give the union further consideration by offering a supplementary agreement dealing with voluntary dues check-off and dropped its request for no-strike clause and the other requirement regarding union bulletins by having the check-off agreement include a restriction with respect to work stoppage which was considered satisfactory in lieu of the no-strike clause.

The union representative and the two employees rejected the Company's offer and stated to the Board that it was not their intention to submit the offer to the union membership generally at a regular meeting.

Having regard to the circumstances as listed, I am not willing to recommend further powers for the union, and outline hereunder certain pertinent facts.

- (1) A work stoppage took place during discussions which led up to the contract which is now accepted and signed.
- (2) This contract was completed with the exception of one sub-section which was later completed without the aid of a conciliation officer.
- (3) The union and its officials are not well-known to the Company and are without previous history in the community.
- (4) The union officials, by refusal to refer the Company's latest proposal to the membership, have shown a desire to have complete domination of the situation and have demonstrated the union demands on the Company are not a settled policy understood or desired by the majority of union members, as indicated by changing the request for maintenance of membership to a union shop request. The union has further demonstrated that it desires to control the situation in an arbitrary manner and contrary to the best interests of the community and injurious to the war effort of the employees by distributing bulletins, announcing a strike vote would be taken on April 15, before either parties had received knowledge or information about the recommendation of the Conciliation Board dealing with the case. (Bulletin Attached).

The Company has agreed to do the following in the interest of the union:

- (1) Accept as bargaining agency the present union without requesting it to become certified.
- (2) The Company signed a contract on February 26, 1945, containing Article 11, previously referred to.
- (3) Despite provisions in Article 11, the Company had co-operated with conciliation procedure and made further valuable offers of co-operation.
- (4) The Company appeared before the Board and made a further offer to enter into a supplementary agreement providing for voluntary dues check-off, based on signed authorizations properly witnessed, and being revocable by the employee, providing as a condition that if during the life of the agreement, a sit-down, slow-down, work stoppage, or strike takes place that the Company forthwith stops collection of union dues, if it can be demonstrated fifty per cent (50%) or more of the employees taking part in such demonstration are members of the union or have at any time during the life of the agreement instructed the Company to withhold union due payments from their wages.

As the union representative declared they could obtain dues check-off authorization cards for more than ninety per cent (90 per

cent) of employees, there is no reason to reject the Company's offer of voluntary dues check-off.

Further than that, I take the position that maintenance-of-membership or mandatory union shop arrangement is not a matter which should be dealt with in a general contract.

Matters of belief, such as religion, political adherence, and other questions of personal likes and dislikes are not matters which can be conciliated.

Recommending that the Company be asked to do something in which it does not believe, would be contrary to the Company's right to exercise its own judgment.

If the union is correct in stating it is less than satisfied on account of its check-off

authorization being revocable, it would indicate the union is demanding a type of interference with rights of freedom and action on the part of Anaconda employees, which would be against the interest of society.

It is therefore recommended to the union and to the Company that they carry on further discussions with a view to having the union accept the Company's further offer of dues check-off.

The above is respectfully submitted.

Dated at Toronto, this 17th day of April, 1945.

(Sgd.) N. P. PETERSEN,
Member.

Report of Board in Dispute between Corbin Lock Co. of Canada, Belleville, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.) Local 426

On April 10 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Corbin Lock Co. of Canada, Belleville, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 426. A minority report was submitted by Mr. Gale.

The Board was under the chairmanship of Dr. Cecil A. Wright, Toronto, appointed on the joint recommendation of the other two members; Messrs. G. A. Gale and Bora Laskin, both of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, as amended, and in the matter of a dispute between Corbin Lock Company of Canada, Limited, Belleville, Ontario and Local 426, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)

To:

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

The Board of Conciliation appointed by you in this matter begs to report as follows:

Hearings were held in the City of Belleville, at which the Company was represented by L. E. McLean, General Manager; K. N. Gerow, Works Manager; and C. A. Payne.

K.C., Counsel; and the Union by John Eldon, Fred Brooks and Drummond Wren, all International Representatives. Written and oral submissions were made by each of the parties touching on the three matters in dispute, viz:

- (1) The demand of the Union for and the refusal of the Company to agree to the inclusion of a "union shop" clause in the collective agreement which they have been negotiating.
- (2) A similar demand and refusal respecting a "check-off" clause; and
- (3) The demand of the Company for and the refusal of the Union to agree to the terms of a clause allowing the Company to replace a certain percentage of female employees, without regard to their plant-wide seniority, by male employees.

The dispute on the foregoing items arose during the negotiation of a first collective agreement between the parties. The Union initiated organizing activities among the employees of the Company early in 1944, and applied to the Ontario Labour Court for certification in May of that year. It was certified by that Court as the bargaining agent of the Company's hourly-rated employees on September 13, 1944, following a representation vote between it and the Corbin Lock Employees' Guild, in which the Union obtained about 71 per cent of the votes of the eligible voters. The Company employs about 200 persons who are affected by its collective bargaining relations with the Union and of these the Union claims 80 per cent as paid up members in good standing.

FEMALE SENIORITY

The Company's employment rolls have not been swollen by wartime expansion since its normal complement of workers is about 190, but there has been a decided shift in the relative numbers of male and female employees. As of 1940, the Company had 18 female employees on its payroll; today, the number is 117. The Company desires to restore its pre-war proportion between male and female employees, and it has suggested the inclusion of the following clause in the collective agreement being negotiated with the Union.

Seniority shall not be affected by race, sex, religious affiliation, nationality or dependents of the employee; save that the Company may replace female employees by male employees in positions or occupational classifications now filled by female employees at any time on or after the first day of June, 1945, by giving the Union thirty (30) days' written notice of its intention, so that the number of female employees shall not be reduced by more than thirty (30) per centum of the female employees employed by the Company on the first day of June, 1945.

The Union opposes this clause, principally on the ground that it would enable the Company to lay off female employees without regard to plant-wide seniority. While the parties have agreed that seniority should be on a departmental basis, the Union contends that this was a concession on its part and that in connection with the exceptional provision, above quoted, which the Company seeks to introduce into the collective agreement, lay-offs should be in accordance with plant-wide seniority. On the other hand, the Company's position is that such a limitation might prevent it from making lay-offs in departments in which it particularly wished to replace female by male help, viz: the pressroom and machine shop. Female workers in these departments, as well as those employed as clerks, are doing work which, the Company claims, was generally done by men because of the physical labour involved in some of the operations. The Union readily agreed to co-operate with the Company in taking women off heavy work but it wanted to protect their seniority on a plant-wide basis. At the hearing the parties agreed that the "replacement" clause should not become operative until the cessation of hostilities with Germany but they were unable otherwise to resolve the dispute on this matter.

The Board has carefully considered the respective positions of the parties on the issue and it unanimously recommends the inclusion of the following clause in that respect:

Seniority shall not be affected by race, sex, religious affiliation, nationality or dependents of an employee; save that after the termina-

tion of hostilities with Germany, the Company may, upon giving to the Union thirty days' notice of its intention to do so, replace female employees by male employees in positions or occupational classifications now filled by female employees, provided that the number of female employees employed by the Company as of the date of termination of hostilities with Germany shall not, under the provisions of this section, be reduced by more than thirty per cent.

Following the giving of the said notice and until the 30 per cent replacement of female by male employees has been completed, any female employees in the press room and machine shop or employed as clerks who are laid off or discharged for any reason other than replacement of female by male employees as contemplated by this section shall be included in the computation of such 30 per cent.

In making replacements under this section, which may involve the discharge of female employees in any department who have seniority over female employees in other departments who are not being discharged hereunder, the Company will endeavour, after consultation with the Union, to give effect to such seniority by employing the replaced female employees in such other departments, provided that, in the opinion of the Company, they have the skill and efficiency to do the work of the female employees in such other departments or can, in the opinion of the Company, acquire such skill and efficiency within a period which the Company deems to be reasonable.

UNION SHOP AND CHECK-OFF

The clause requested by the Union and refused by the Company relating to the "union shop" and "check-off" was as follows:

- (1) It is a continuing condition of employment with the Company that employees covered by this Agreement, both present employees and new employees shall be and remain good standing members of the Union. Persons losing their membership in the Union shall not be retained in the employ of the Company.
- (2) Present employees who are not now members of the Union must become members within 30 days from the date hereof.
- (3) New employees must become members of the Union within 30 days of the date of hiring and remain in good standing thereafter.
- (4) The Company will deduct from the pay of each employee covered by this Agreement, all Union initiation fees, dues and assessments.
- (5) All such deduction shall be made during the first pay period of each calendar month provided that:
 - (a) deductions of initiation fees for present employees who are not now members of the Union shall be made within 30 days from the date hereof.
 - (b) deductions of initiation fees of new employees who are not members of the Union shall be made out of the first pay received by such employees.
- (6) Assessments must be first approved by the Union before deduction shall be made therefor. The Union will give the Company notice of its approval of assessments.

- (7) All sums deducted shall be remitted to the Financial Secretary of the Union not later than the 25th day of the calendar month in which such deductions are made.
- (8) The Company and the Union shall work out a mutually satisfactory arrangement by which the Company will furnish the Secretary-Treasurer of the Union monthly, a record of those for whom deductions have been made, together with the amount of such deductions.

At the hearing, the representative for the Union stated that he felt a union, once certified, should be entitled to a union shop provision in order properly to carry out its functions. With this view, as a general proposition, we must express our dissent. While union shops may be the goal of trade unionism, we believe that to say a union shop clause should automatically be included in a collective agreement in every case upon certification of a union's officers as bargaining representatives is to adopt a position so extreme and devoid of support either in legislation, practice (or even in reports of Conciliation Boards), that it scarcely merits discussion. That there may be cases where, in a first agreement, a union with some 70-80 per cent membership might conceivably be entitled to a union shop is a possibility. It is perhaps sufficient to say that the present case discloses no circumstances that would warrant this Board even considering it seriously. The Board accordingly is unanimous in recommending that the Union withdraw its request for the Union Shop clause as presented.

The practice of unions asking for the ultimate of a "union shop" in circumstances where an employer has scarcely had an opportunity of knowing the union at all is not one which commends itself to this Board. Unions which complain of employers adopting "aggravating" or "inflammatory" tactics might well remember that this can work two ways. Further, demands for "union shop" as a matter of course may well result in causing a meritorious claim for such provision to be ignored. It may likewise result, if too rigorously insisted on, in a denial of any form of company co-operation with the union in the latter's not unreasonable request to be given an opportunity under as favourable circumstances as possible to perform their function as a recognized party to the maintenance of good employer-employee relations.

We do not say that the present Union has offended in this respect, since at the hearing when the Board indicated that it would not recommend a union shop clause the Union did not press the point and, in light of the fact that the Company had indicated in earlier negotiations its opposition to any form

of so-called "union security" it is perhaps not surprising that the original request—in which the Union honestly believes—should be left in opposition to the Company's outright refusal to countenance other proposals—a refusal dictated by an equally honest belief on its part.

It is attractive to say that in the present case the Union has not demonstrated an actual need for any form of union security and, the burden of proof being upon it, no recommendation is necessary. The Union, however, bases its claim of "need" on the nature of and the implications arising from compulsory collective bargaining. The Company denies these implications. On issues of this nature where the question is not who is right and who is wrong, but rather what can be done to achieve the greatest amount of co-operation between parties to an agreement in performing their respective functions under that agreement, with the least sacrifice of the view of either as to "right" or "wrong", the idea of proving necessity or "need" as a fact seems to us inapplicable. To deny all validity to what the Union claims is a real necessity to perform its obligations is to admit, in effect, the rightness of the Company's view that no such necessity or implications arise. We are not prepared to say that a union is "wrong" in asking for any form of union security, nor are we prepared to admit the "rightness" of its request for complete security by a "union shop" clause. At the same time we are not willing to admit the "rightness" of the Company's position in denying any claim for security and yet demanding proof of leadership, nor will we say that a company is "wrong" in refusing to add union membership, under the circumstances here, as a condition of employment.

Real claims are honestly made on both sides. It seems to us that we should approach the question from the following points of view. Can the granting of some form of union security injure the Company in its collective bargaining relations? Can the granting of some form of union security assist a Union in its bargaining relations? If there is a possibility of benefit without a corresponding possibility of harm, we believe that it is the function of a Conciliation Board to effect a compromise without being put in the position of deciding as a matter of principle for or against the differing ideological views of the parties.

We agree that employers who, by legislative decree, have been forced to accept the principle of compulsory collective bargaining cannot, and should not, be expected to take at one gulp, if ever, the trade union philosophy

concerning "union shop", whether it may or may not be the ultimate result of collective bargaining or whether it may or may not be helpful to a union in its bargaining relations and of little or no harm to an employer. We believe, however, that if an employer looks to a certified bargaining agency for co-operation in maintaining good employer-employee relations—as he is entitled to, and should do—he ought to be willing to make such concessions as a spirit of compromise will permit towards those matters which a union feels will enable it the better to assume and execute that responsibility. In other words, granted even the likelihood of benefit to one side which may promote rather than impede or leave static good industrial relations why should a Board not recommend something that may promote the co-operation which any contract or agreement implies between the parties, even if it be not sure that it will have that effect, if the Board is convinced that it cannot, at any rate, injure relations, and if it is honestly asked for as a means of promoting those relations?

Collective bargaining assumes that the bargaining agency shall act on behalf of the collectivity of employees who choose it to represent them. The extent to which a company is willing to co-operate with a union (chosen as bargaining agency) in dealing with the collective group will mark the success or failure of collective bargaining. That a union should, by the attractiveness of its policies, be able to control the group and to satisfy the employer, is a doctrine with which in theory we agree. It ignores the fact, however, that there are many individuals who cannot see their own immediate demands in terms of long range benefit to the group of employees, and to the employer from that group—and it is with and from the latter that the employees must eventually benefit. Such a view also ignores the fact that the individual employee usually feels—whether rightly or wrongly—that his own immediate interests are in opposition to those of his employer. The function of a bargaining agency is not only to merge the individual interests of employees in order to adjust an unequal bargaining position between employer and employee. It should also seek to achieve a basis of co-operation with the employer without which the interests of both employees and employer will suffer. To do so it must assume leadership. Leadership involves some power to compel obedience which, in turn, involves some type of sanction. In countries like England sanctions were worked out slowly and painfully and frequently, by physical force. This country has now adopted a method of compulsory collective bargaining

in an effort to avoid part, at least, of that painful process. To that end it has introduced the union as a real party in interest in the promotion and preservation of industrial relations in every plant in which it is certified. Whether such legislative policy be right or wrong it is only proper that it be given a fair trial. The Union in this case asks for some measure of company co-operation whereby it can carry out the leadership expected of it and obtain and maintain the support of employees on which its leadership depends.

As we have stated we do not agree that the Union should have that full support that a union shop clause would undoubtedly give it. We do not believe that a company at this stage of bargaining proceedings can be expected to surrender its honestly held views so completely. Nor will we in this instance go so far as to recommend that the company make it a condition of employment that existing and future union-employees remain members in good standing for the duration of the agreement, even though we can see a benefit to the Union without corresponding loss to the Company in such a "maintenance" provision. We feel, however, that considering the possibility of benefit to the Union without harm in fact or to principle of the Company we can recommend that the present agreement contain a clause somewhat similar to the following:

Upon presentation of an authorization signed by an employee to deduct \$..... a month from his wages and to transmit such amount to Local 426 of the Union, which authorization may be stated to be for the duration of the Agreement, the Company undertakes to honour such an authorization according to its terms and to transmit by cheque the total amount so deducted to the financial secretary of Local 426 before the 10th of the month following that in which it is deducted.

The effect of such a clause may be purely psychological—but none the less real. If accepted by the Company it would be a gesture by which the latter agrees to co-operate with the Union and Union employees in maintaining some form of security that will enable the Union to demonstrate—or disprove—its ability to provide constructive leadership. At the same time, it does not force the Company to accept the principle of employing only Union members. It does, however, eliminate any possible suspicion that the Company insists on treating the Union at arms length and as though it were an interloper—even if a tolerated one—in the plant. Such a clause would undoubtedly confer on the Union a benefit, and one which it considers important to the stabilizing of industrial relations. We can see no injury or loss to the Company—

save the small matter of additional expense which we do not believe to have been seriously urged by the latter—unless it be injuriously to the Company to have the Union financially secure for the duration of the agreement. As the Union must operate for a year there can be no objection to its security as such. That it may, through security, become less interested in the welfare of the employee might be a serious objection, but one which we believe to be the concern of the employees themselves rather than the employer.

RECOMMENDATIONS

We accordingly recommend that the present agreement contain:

- (1) A clause similar to that outlined above with respect to female lay-offs and seniority;
- (2) A "check-off" clause similar to that outlined above.

All of which is respectfully submitted.

Dated at Toronto, this 3rd day of April 1945.

(Sgd.) CECIL A. WRIGHT,
Chairman.

(Sgd.) BORA LASKIN,
Member.

Minority Report

In the matter of The Wartime Labour Relations, P.C. 1003, as amended, and in the matter of a dispute between Corbin Lock Company of Canada Limited, Belleville, Ontario, and Local 426, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

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

I have had the advantage of seeing the draft Report which presents the views of the other two members of the Board. It indicates that we are unanimously of the opinion that the Union's bid for a "union shop" should be rejected, and that the clause relating to "female seniority" should be revised as therein set out. There is nothing I can usefully add to the reasoning and conclusions of that Report upon those two subjects. Unfortunately, however, and notwithstanding the respect I have for my colleagues, I am unable to concur in the views which they express on the Union's request for a "check-off" provision.

The facts and circumstances leading up to the present position of the matter are fully and accurately described in the Majority Report and I do not propose to repeat them.

At the outset I should say that I am impressed with the idea that this Board, and

in fact all Boards appointed to conciliate under Order in Council P.C. 1003, should approach the problems with which they are confronted in a practical state of mind, and that being so, should endeavour to find a real solution for the particular matters in controversy rather than discuss conflicting ideologies.

The real problem is whether the Company should be compelled to grant to the Union a clause which would have the effect of installing a system of voluntary irrevocable check-off of Union dues. The other members of the Board, while rejecting more extravagant claims of the Union, have come to the conclusion that the agreement being negotiated should contain such a clause. I do not think that any "check-off" clause should be a part of the first agreement between these parties. At some future date when circumstances have changed and when the parties have had an opportunity of knowing and understanding each other, such a clause might be desirable as an instrument for the promotion and continuation of normal harmonious labour relations. In my opinion, that day has not yet been reached.

It seems to me that unless extraordinary circumstances prevail in any particular case, a Company which has so recently been initiated to the mysteries and rigours of collective bargaining should not be expected to accept the usual clauses pertaining to union security, so popular with the unions, until and unless it is clearly demonstrated that there is a real existing or future need for such security. I stress the word "future" for surely the union would be justified in seeking the inclusion of such a clause if prevailing circumstances indicated that the need would develop during the currency of the agreement. But I am equally convinced that the Union should have cast upon it the duty of showing to the Company and ultimately to the Board that such a need will reasonably arise.

However convenient it might be for the Union at the present time, a system of check-off is not necessary to it in any proper sense of the word for the relations between the Union on the one side and its members or the Company on the other are entirely satisfactory. Do the possible future benefits of the system outweigh the real and honest opposition put forward on behalf of the Company? After having considered all of the circumstances of the case and after full and frank discussions with my colleagues, I have come to the conclusion that that question must be answered in the negative.

The only real support for the future utility of the clause is a matter of pure speculation. The Union says that the time may come when

it will be compelled to take a position contrary to the wishes of its employee members but for their benefit, and that it must have the security of a "check-off" clause to be able to do so. I am not prepared to forecast such a situation, and on the contrary, it could be suggested that perhaps a Union with such security might be tempted to take a position to its own advantage but to the detriment of its members. I am not for a moment saying that this Union would adopt such a view, but am merely pointing out that it is dangerous to accept hypothetical and speculative reasons to support clauses such as the one under discussion. Again, without criticizing this Union, I should add that it might be suspected that they have asked for "union shop" and "check-off" clauses in this case simply because it is fashionable to do so today; it wants to be in style whether or not the garments fit.

In contrast with the vague possibility suggested by the Union, we find the active opposition of the Company supported by the following substantial grounds:

- (a) the clause would be interpreted by the employees as an indication that the Company is supporting the Union; whereas the Company has not yet sufficient experience with or confidence in the Union to be placed in that position.
- (b) The Union will become moribund if it is not required to have some personal contact with its members.
- (c) The Union would thereby be asking the Company to perform one of the odious tasks of union administration and the Company does not know why it should be asked to relieve the Union of that unpopular project.
- (d) The Company, at the present time, is not sufficiently staffed to undertake the additional work that a "check-off" involves.

While some of those reasons may be said to be psychological, they are none the less real.

I am not at all sure that the "benefit-harm" theory advanced by my colleagues is basically sound, or rather, is capable of providing an accurate gauge in matters of this kind. If it is, why would it not sanction a "union shop" clause in this case, notwithstanding the unanimous rejection of such a clause by all members of the Board? The answer that the Company should not be expected to absorb too much collective bargaining treatment at this stage of its association with the Union would be equally applicable to the suggestion that the test would permit the imposition of a "check-off" clause.

In any event, I am satisfied that even the "harm-benefit" test exonerates the Company from agreeing to a "check-off" clause for clearly the probable harm to it exceeds the probable benefit to this Union.

Having reached the conclusion that a "check-off" clause is inadvisable in the circumstances of this case, it will be unnecessary for me to discuss the Company's contention that such a clause is forbidden by the provisions of Sec. 19 (1) of P.C. 1003, on the ground that under such a clause the Company would be rendering improper support to the Union. It seems to me that the objection is not without substance and that it will deserve and require decisive consideration on some future occasion.

By reason of the foregoing I recommend that,

- (a) The collective bargaining agreement being negotiated contain a clause with respect to female seniority similar to that outlined in the Majority Report; and
- (b) The Union withdraw its demand for "union shop" and "check-off" clauses.

All of which is respectfully submitted.

Dated at Toronto, this 5th day of April, 1945.

(Sgd.) GEO. A. GALE

Report of Board in Dispute between Cariboo Gold Quartz Mining Co., Ltd., and its mining and milling employees of Wells Miners' Union, Local No. 685, International Union, United Mine, Mill & Smelter Workers, Wells, B.C.

On April 9 the Minister of Labour received the report of the Board of Conciliation which dealt with a dispute between Cariboo Gold Quartz Mining Co., Ltd., and its mining and milling employees of Wells Miners' Union, Local No. 685, International Union, United Mine, Mill & Smelter Workers, Wells, B.C.

The Board was under the chairmanship of

Mr. J. N. Finlayson of Vancouver, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. R. L. Norman and Malcolm MacLeod, both of Vancouver, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations Act, Order in Council P.C. 1003, and in the matter of a dispute between the Cariboo Gold Quartz Mining Company Limited and certain of its employees, members of Wells Miners' Union Local No. 685, International Union, United Mine, Mill and Smelter Workers.

To:

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

The Board of Conciliation appointed pursuant to the said Wartime Labour Regulations on the 18th day of January, 1945, respectfully reports as follows:

1. The life of the Board was extended by agreement for a sufficient period to enable representations to be made and this report prepared.

2. At the first meeting of the Board for hearing of evidence, it was agreed between the parties that the chief matters in dispute were (a) the maintenance-of-membership clause and (b) the check-off clause, contained in the proposed agreement.

Report of Board in Dispute between Bush and Miller Co., Eburne, B.C., and Local 1-217, International Woodworkers of America

On April 5 the Minister of Labour received the unanimous report of the Board of Conciliation which dealt with a dispute between Bush and Miller Co., Eburne, B.C., and Local 1-217, International Woodworkers of America.

The Board was under the chairmanship of Mr. A. R. MacDougall of Vancouver, appointed by the Minister in the absence of a joint recommendation from the other two members; Col. G. H. Kirkpatrick, Vancouver, appointed by the Minister in the absence of a nomination from the employer, and Mr. G. S. Culhane, also of Vancouver, appointed on the nomination of the employees.

The text of the Board's report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Bush and Miller, Eburne, B.C., Employer, and the Bargaining Representatives of the Employees of the said Employer, Local No. 1-217, International Woodworkers of America, Employees.

To the Hon. the MINISTER OF LABOUR,
Parliament Buildings,
Ottawa, Ontario.

Sir:

We, Albert Reginald MacDougall, Chairman, Guy H. Kirkpatrick and G. S. Culhane,

3. After representations were made on behalf of each party, the Board suggested that the parties should attempt to effect an agreement pursuant to Section 13 (2) of the said Regulations. The Board collaborated from time to time with the parties in their discussions and is now pleased to report that the parties arrived at a mutual understanding. The Union withdrew its request for the inclusion of maintenance-of-membership and check-off clauses in the proposed agreement. A copy of the revised agreement signed by the parties antedated on the 3rd day of July, 1944, is attached to this Report.

4. The Board expresses its appreciation to the representatives of both parties for the thorough and courteous manner in which they submitted their views and its hope that the utmost harmony may attend the implementation of the agreement.

Dated at Vancouver this 29th day of March A.D. 1945.

(Sgd.) JOHN FINLAYSON,
Chairman.

(Sgd.) MALCOLM MACLEOD,
Member.

(Sgd.) R. L. NORMAN,
Member.

established as a Board of Conciliation by you in pursuance of provisions of Section 13 (1) of the Wartime Labour Relations Regulations, P.C. 1003, to endeavour to effect an agreement herein, report herewith the result of our endeavours and our findings and recommendations as follows:

The firm of Bush and Miller carries on the business of a shingle mill. Mr. Bush died a short time ago, leaving Mr. G. W. Miller in charge of operations. The latter is, according to the Board's information, about 76 years of age and according to the information which he gave the Board, has been greatly upset by the loss of his partner as a friend and business associate and also by the uncertainty as to the basis on which the mill is to continue. The Board did not feel that this basis was any particular concern of it and accepted the proposition that the employer was the firm of Bush and Miller of which the latter has full managerial capacity.

As already indicated, Mr. Miller is of rather advanced age and one who apparently finds it difficult to attune himself to the modern trend in employer-employee relations. It has been suggested that the unyielding and uncompromising attitude with which from the outset he confronted the Board may not be so naive as might, at first blush, appear. How-

ever that may be, he seems to be entirely lacking in an appreciation of existing labour legislation and regulations and assumes the attitude that having had always the best interests of his employees at heart as evidenced by relatively high wages, advances on account of salary and generally good working conditions, his is a beneficent paternalism which should never be called into question by any union or governmental authority. The consequence was that the Board had considerable difficulty in persuading Mr. Miller to meet with representatives of the bargaining agency "with a view to the completion of a collective agreement" in the words of Section 10 (1) of the regulations.

After two visits of the Board to the shingle mill of Bush and Miller, it finally elicited a promise from Mr. Miller to meet the aforesaid representatives, who were Mr. Harold Pritchett, President of the International Woodworkers of America District No. 1, and Mr. Floyd Hamilton, Special Representative of I.W.A.

According to the evidence of these gentlemen, which we accept, the 1944 Standard Form of Agreement, International Woodworkers of America—C.I.O. District No. 1, was discussed and agreed to by Mr. Miller with the following exceptions:

Article I—Bargaining Agency

The Company recognizes the Union as the sole collective bargaining agency of the employees of the Company in..... where a majority of them have selected the Union as their bargaining agency and are so certified by the Provincial Department of Labour of the Province of British Columbia, and will continue to recognize the Union as such bargaining agency subject to the provisions of the "Industrial Conciliation and Arbitration Act" of the Province of British Columbia.

Article V, Section 4

Any employee called for work and finding no work available due to reasons beyond his or her control shall be entitled to two (2) hours at the usual rate. This shall apply unless the Company gives sufficient notice cancelling the said call.

Article IX, which deals with vacations.

This standard form of agreement for 1944 is enclosed herewith and marked Exhibit "A".

The representatives of the bargaining agency advised Mr. Miller that a new standard form of agreement was being negotiated with the employers and sent a copy of the same to him for his consideration.

It should be said at this juncture, that in addition to the two journeys which the Board made to the Bush and Miller Shingle Mill at Eburne (at some considerable distance from the centre of Vancouver) the Board waited

upon Mr. Pritchett, and the Chairman had telephone conversations with both Mr. Miller and Mr. Pritchett in an unsuccessful attempt at conciliation—the only result being as already intimated, the arranging of a meeting between Miller and the bargaining representatives.

After this meeting, the Board endeavoured to bring both sides before it but were constantly met with some excuse on the part of Miller for his inability to attend a meeting. Eventually, a sitting was peremptorily fixed for the 26th ultimo and in addition to two or three telephone calls to Miller, a subpoena to attend was served upon him. To the process server, he announced that he did not intend to be present because of a "stroke" necessitating under doctor's instructions, care of his health. In the opinion of the Board, the various excuses advanced by Miller (on which the Board more than once arranged adjournments) were not valid.

On the 26th ultimo, the Board met in the absence of Miller and heard the representations made on behalf of the employees by Mr. Nigel Morgan, International Board Member of the International Woodworkers of America District No. 1, Mr. Floyd Hamilton, and Mrs. Gladys Schunaman, Financial Secretary Local 1-217 of I.W.A.

The Board accepts the fact that the new Standard Form of Agreement (a copy of which is enclosed herewith and marked Exhibit "B") in which the party of the second part is a local of the International Woodworkers of America (C.I.O.), has been or is in the process of being signed by the overwhelming majority of employers in the wood-working industry of British Columbia, including shingle mills. The 1944 agreement (Exhibit "A") subscribed to by the overwhelming majority of employers has so far as we can judge, been productive, on the whole, of good employer-employee relations and the Board has been unable to note in the new form of agreement any objectionable additions to or omissions from it.

Article I of the 1944 agreement, to which Mr. Miller took objection, was only declaratory of the law prior to the promulgation of P.C. 1003 and as no valid objection could be taken to it, the same must be deemed to be true with regard to Article I of the new agreement (Exhibit "B").

Section 4 of Article V of the 1944 agreement to which the employer objects is perpetuated in Section 4 of Article IX of the new agreement and is in the opinion of the Board an eminently fair provision provided that it meets with the approval of the Regional War Labour Board.

Article IX of the 1944 agreement having to do with vacations reappears in Article VIII of the new agreement in form somewhat more advantageous to the employees.

With regard to vacations with pay, because of the non-appearance of the employer before the Board, no evidence was submitted as to the ability or inability of the employer to meet this provision. The Board recognizes that such a provision would, in any event, require the approval of the Regional War Labour Board.

The Board makes reference to Article III (a) of Exhibit "B" with respect to wages. The bargaining representatives agree that the wages paid by Bush & Miller are satisfactory and that the present scale should appear as Supplement No. 1 to the said Article. In this connection, in the event that the existing scale has not been approved by the Regional War Labour Board, it would appear that an application would have to be made for this purpose.

In the result, the Board recommends that the provisions of Section 4 of Article IX of Exhibit "B" and the provisions of Article VIII of Exhibit "B" should be submitted to the Regional War Labour Board and that after a ruling has been obtained from that body its findings, whatever they may be, should be incorporated in the new agreement (Exhibit "B") and, subject only to this and to the foregoing remarks with regard to the scale of wages, the said agreement should be executed by the employer.

All of which is respectfully submitted.

(Sgd.) A. REG. MACDOUGALL,
Chairman
(Sgd.) GUY H. KIRKPATRICK,
Member
(Sgd.) G. S. CULHANE,
Member.

Vancouver, B.C., April 3, 1945.

National Joint Council in Public Service

A PERMANENT constitution has been established for the National Joint Council of the Public Service of Canada. The Council, which includes representatives of ten employees' organizations in the Civil Service and representatives of the official side, was set up last year by Order in Council (L.G., 1944, p. 791).

The purpose of the Council, as set forth in the constitution, is to

secure a greater measure of co-operation between the State, in its capacity as employer, and the general body of civil servants in matters affecting the Civil Service, with a view to increased efficiency and improved morale in the public service combined with the well-being of those employed; to provide machinery for dealing with grievances; and generally to bring together the experience and different points of view of representatives of the administrative, technical, clerical and manipulative branches of the Civil Service.

The chairman is a member of the official side and the vice-chairman is chosen by the employee side. Minutes are kept by a secretary who is not a member of the Council.

The constitution provides that decisions of the Council "shall be arrived at by agreement between the two sides". They must be signed by both the chairman and vice-chairman and reported to the authority deemed appropriate (the Governor-General in Council, the Treasury Board or the Civil Service Commission).

Duties of the Council are to make recommendations on the following matters:

- (i) The best means of securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out.
- (ii) The general principles governing conditions of employment in the public service of Canada including among other conditions recruitment, training, hours of work, promotion, discipline, tenure, regular and overtime remuneration, health, welfare and seniority. Individual cases involving compensation, promotion, disciplinary action or other matters, shall not be dealt with by the National Joint Council.
- (iii) The best means for using the ideas and experience of the staff of the public service.
- (iv) The encouragement of the further education of the civil servants and their training in higher administration and organization, and in advanced professional technique.
- (v) The improvement of office procedure and organization and the provision of opportunities for the full consideration of suggestions by the staff on this subject.
- (vi) Proposed legislation in so far as it may have a bearing upon the position of civil servants in relation to their employment.
- (vii) The advisability of providing for the establishment of various departmental and regional joint councils; and
- (viii) The organization and procedure of such departmental and regional joint councils as may be deemed necessary and their relationship to the National Joint Council.
- (ix) Other appeal machinery deemed necessary.
- (x) Any other matters related to the purpose of the National Joint Council.

Collective Agreements and Wage Schedules

Recent Collective Agreements

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

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

Mining, Non-Ferrous Smelting and Quarrying, Metal

COPPER MOUNTAIN, B.C.—THE GRANBY CONSOLIDATED MINING, SMELTING AND POWER COMPANY, LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS LOCAL 649.

Agreement to be in effect from March 1, 1945, to February 28, 1946, the parties to meet before the expiration date to discuss its renewal; the obligation of the company to do this is conditional on the majority of the employees being members of the union at that time. This agreement is similar to the one previously in effect (*L.G.*, July, 1943, p. 986), with an additional clause providing for time and one half the regular rate of pay for all work done on any of the six Dominion statutory holidays subject to approval of the National War Labour Board.

Manufacturing: Miscellaneous Wood Products

CHESLEY, ONTARIO—THE CHESLEY MANUFACTURING COMPANY AND NATIONAL UNION OF FURNITURE WORKERS LOCAL 8.

Agreement to be in effect from February 9, 1945, to February 9, 1946. Either party may on ten days' notice require the other party to enter into negotiations for the renewal of the agreement within a period of two months prior to the expiry date. The company recognizes the union as the sole collective bargaining agency for all employees. All employees who are now members, or who may hereafter become members of the union, agree to continue their membership in the union in good standing as a condition of employment during the term of the agreement.

Hours of work to be as specified in the Furniture Code under Industrial Standards Act. All other hours worked shall be classified as

overtime to be paid for at the rate of time and one half. Wages: insofar as the provisions of the schedule under the Industrial Standards Act for the Hard Furniture Industry (*L.G.*, Aug., 1944, p. 1008) applies to this company, the provisions of such schedule shall be considered as forming part of the agreement.

Provision is made for seniority rights and for the settling of disputes.

VANCOUVER, B.C.—SEVERAL WOODWORKING COMPANIES AND THE BRITISH COLUMBIA WOODWORKERS' UNION, LOCAL 2.

Agreement to be in effect from February 1, 1945, to February 1, 1946. The companies agree to recognize the union as the bargaining agency for all employees in accordance with the Wartime Labour Relations Regulations, P.C. 1003.

Hours: 8 per day, 44 per week. Overtime at the rate of time and one half and double time for work on Sundays and six specified statutory holidays and any other Dominion statutory holiday. Vacation of one week with pay after one year's service with the company.

Wage rates: saw filer-millwright, 97 cents per hour; benchmen, machinemen, 72 to 92 cents; stickermen, shapemen, lay out man, metal worker, 92 cents; door breakout man, 82 cents; sanderman, glazier, door clamp man, sash man, 77 cents; door patcher, 67 cents; glue men, 72 to 82 cents; helpers, 57 to 67 cents; and truck drivers 62½ to 67½ cents.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

TORONTO, ONTARIO—ROGERS ELECTRONIC TUBES LIMITED AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 512.

Agreement to be in effect from July 20, 1944, to July 19, 1945, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive bargaining agency for all hourly-rated employees. Both the company and the union mutually agree that any eligible employee of the company may become a member of the union or refrain from becoming a member of the union. The company agrees that there will be no discrimination, interference, restraint or coercion because of union membership. The union likewise agrees that there will be no intimidation, interference, restraint or coercion against non-union workers and no union activity upon company property during working hours.

Hours of work: two shifts per day are worked; the first on a 6 day week basis, the second on a 5 day week basis, both shifts working a 44 hour week. Overtime at time and one half for all work in excess of the regular shifts and for work on seven specified statutory holi-

days. Vacation plan in effect to continue during life of agreement.

Wage rates for males: toolmakers \$1 to \$1.15 per hour, glass men 65 cents to \$1.10, machinists 70 cents to \$1; maintenance—electrician, carpenter, plumber, tinsmith 80 to 90 cents; fitter 80 to 90 cents; storekeeper, set-up men 60 to 80 cents, production worker 60 to 75 cents, packer 60 to 70 cents, unskilled help 50 cents at start, 60 cents after 12 weeks. Wage rates for females: start 40 cents per hour, after 12 weeks 46 to 70 cents according to job classification. Night shift receives 3 cents per hour above these rates for night work.

Provision is made for seniority rights and grievance procedure.

CALGARY, ALTA.—DOMINION BRIDGE COMPANY LTD. AND RIVERSIDE IRON WORKS LTD. AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 800.

Agreement to be in effect from March 27, 1945, to March 26, 1946, and thereafter subject to two months notice. The companies recognize the union as the bargaining representatives for all eligible workers except moulders and core-makers, as long as the union retains its right to elect or appoint bargaining representatives for the employees. The companies also agree not to discriminate against employees because of union membership. The union agrees there shall be no discrimination by it or any of its members against any employee not a union member and also not to engage in union activity on the company's time.

Hours: 8 per day Monday to Friday, 4 on Saturday, a 44 hour week. Overtime at time and one half for the first four hours in excess of the regular shifts and double time thereafter and for work on Sundays and six specified statutory holidays. Vacation of one week with pay to all employees with a year's continuous service.

Wage rates: existing rates to continue under present Dominion Government Regulations.

Provision is made for seniority rights, ratio of apprentices and grievance procedure.

VICTORIA, B.C.—VICTORIA MACHINERY DEPOT COMPANY, LTD. AND THE INTERNATIONAL MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL 144.

Agreement to be in effect from November 18, 1944, for the duration of the war. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, April, 1943, p. 489, except that the agreement is now with the above union instead of Local 2 of the Moulders and Foundry Workers' Union.

Construction: Buildings and Structures

OTTAWA, ONTARIO—OTTAWA MASTER PLUMBERS' ASSOCIATION AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 71.

Agreement to be in effect from May 1, 1945, to April 30, 1946, and thereafter from year to year subject to 60 days notice. The members of the association agree that only members of the union will be employed, if available.

Hours: 8 per day, Monday through Friday, a 40 hour week. No one to be employed longer without the sanction of the Industrial Standards Board. Overtime is at the rate of time and one half until 12 midnight, from then to starting time at double time rate as well as for work on Sundays and eight specified statutory holidays. However in finishing up a repair

job on regular working days, if to finish will not take more than one hour, it will be done at the regular rate of wages.

Wage rates for journeymen plumbers and steamfitters: \$1.12 per hour; and the minimum rate for improvers will be two-thirds of the minimum rate of wages applicable to journeymen.

If it becomes necessary to work night work only or shift work on any job, same shall commence at the close of the regular working day and shall be paid for at the rate of eight hours' time for seven hours' work. No workman shall be allowed to work more than one shift in any day under this rule. Men working out of Ottawa shall have their fare and board paid; time travelling to and from work shall be paid at the rate of single time only up to 9 p.m. One junior mechanic only to be allowed on any job to each branch of the trade except where there are more than five journeymen plumbers or five journeymen steamfitters employed, when the following ratios will be allowed: two to six men, three to eleven men and four to sixteen men.

All apprentices shall be employed in accordance with Ontario Apprenticeship Act. Provision is made for grievance procedure.

Trade

TORONTO, ONTARIO—TWELVE DAIRY COMPANIES AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 647 (MILK-DRIVERS' AND DAIRY EMPLOYEES' UNION).

Agreement to be in effect from February 28, 1945, to February 28, 1946, and thereafter subject to 70 days' notice. All workers employed in or about a milk distributing plant or pasteurizing plant of the above firms are covered in this agreement. The employers agree to hire only unemployed members of the union in good standing, if competent and available. Any others must as a condition of employment join the union within 30 days and remain in good standing. The employers agree to discharge within seven days any employee expelled or suspended by the union, also to deduct all regular monthly union dues, when so authorized and if agreed to by all union members, and forward same to the union secretary.

Hours: six days to constitute a working week for all employees; for plant employees an 8 hour day and 48 hour week. No employee to work on his regular off day except in an emergency when he shall be paid at time and one half rate. Vacation of two weeks with pay to all employees after one year's service; employees are eligible for vacation after a six months period at the rate of one half day for each month worked.

Wage rates: inspector \$42 per week; route men \$32 per week plus commission; pasteurizer (certificate), receiver and grader, testing room, senior utility, and mechanics, \$35; storage room, bottle filler, bottle washer, checker and shipper, \$32; junior utility \$33; all others, \$28; temporary plant help 60 cents per hour. Allowance to be made daily, upon proper evidence being furnished, for all goods broken, stolen, spilled or soured. The companies also agree to assume the responsibility for the extension of all credits to the customers so that salesmen will not be held responsible for, nor be expected to pay for, bad debts or uncollectable accounts.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of one new agreement, the repeal of one old agreement and the amendment of eight others, all of which are noted below. Requests for the amendment of the long-shoremens agreement (ocean navigation) for Quebec; for bakers, retail stores and hotels at Magog; and for the printing trades agreement at Montreal were published in the *Quebec Official Gazette*, March 24. A request for a new agreement for firefighters at Sherbrooke was gazetted March 24. Requests for the amendment of the bakers' and salesmen's agreement at Three Rivers, and for the amendment of the barbers' and hairdressers' agreement at St. Hyacinthe were gazetted March 31. A request for a new agreement for the passenger car and bus manufacturing plants of the Canadian Car and Foundry Company, Montreal, was gazetted April 7. A request for amendment of the agreement for retail food stores at Quebec was published April 7. Requests for the amendment of the retail food stores' agreement at Quebec, and for the barbers' and hairdressers' agreement at Quebec were published April 14. A request for a new agreement for retail merchants at Sherbrooke was gazetted April 14.

Manufacturing: Textiles and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 24, and gazetted March 31 amends the previous Orders in Council for this industry. (L.G., Oct., 1940, p. 1075, Nov., p. 1202; March 1942, p. 353; March, 1943, p. 340, June, p. 813; March, 1944, p. 359; April, 1945, p. 517) by providing that no home work shall be performed by anyone already employed in a manufacturing establishment or shop. Home work may be performed only with a special certificate obtained from the Provincial Government. All homeworkers shall be paid at a rate 10% higher than the daily, hourly or piece work rates paid in shops in the industry for similar operations. For homework thread and transportation, charges must be paid by the employer and all work must be delivered and collected by the employer or his agent.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated March 24, and gazetted March 31, extends the term of the agreement (L.G., February, 1945, p. 182; May, 1944, p. 637, Aug., p. 1007, Nov., p. 1368 and previous issues) to June 30, 1945.

Manufacturing: Metal Products

ALUMINUM INDUSTRY, ARVIDA.

An Order in Council, dated March 24, and gazetted March 31, repeals all Orders in Council for this industry, (L.G., Nov., 1937, p. 1272; July, 1939, p. 728, Oct., p. 1065; Jan. 1944, p. 70).

CLOCKMAKING INDUSTRY, MONTREAL.

An Order in Council dated April 6, and gazetted April 14, amends the previous Orders in Council for this industry (L.G., Nov. 1943, p. 1530; Aug., 1944, p. 1007, Dec., p. 1515). This amendment does not affect the summary already given.

Construction

BUILDING TRADES, SHERBROOKE.

An Order in Council, dated March 24, and gazetted March 31, amends the previous Orders in Council for this industry (L.G., Oct., 1942, p. 1209; Feb., 1943, p. 220, Aug., p. 1131; Nov., 1944, p. 1368) by the addition of the following wage schedule:

Trades	Hourly rates Zones			
	I	II	III	IV
Operators — stationary or portable electric machines and electric cranes and mixers...	\$0.60	\$0.55	\$0.50	\$0.45
Marble and terrazo lay- ers	0.60	0.55	0.50	0.45
Elevator operators	0.75	0.70	0.70	0.65
Blacksmiths	0.70	0.65	0.65	0.60
Firemen (mechanical shovels)	0.65	0.60	0.55	0.50
Water carriers	0.35	0.35	0.35	0.30
		per week		
Mechanical shovel oper- ators (48 hours)	45.00	45.00	40.00	40.00

All operations performed on the site of any structure involving the erection of structural steel, tanks, plate work, portable boilers to be remunerated at not less than \$1 in place of the former 87 cents per hour. The wage rate for installation of portable tanks and boilers under 2 tons is raised to 70 cents. Rates for installation of stokers in furnaces with a horizontal heating surface of twenty feet and less are increased to 80 cents per hour and 60 cents for their helpers with a 55 hour week. Other hourly wage rates: painters (structural iron) 85 cents; structural iron workers (all categories), boiler-makers, erectors and steam generator mechanics \$1; boiler-makers' erectors' and steam generator mechanics' helpers 75 cents.

BUILDING TRADES, ST. JOHNS AND IBERVILLE.

An Order in Council, dated March 24, and gazetted March 31, amends the previous Orders in Council for this industry (L.G., Nov., 1938, p. 1299; Mar., 1940, p. 283; Mar., 1941, p. 334, Aug., p. 1011, Dec., p. 1490; Feb., 1943, p. 220; July, 1944, p. 867; Mar., 1945, p. 349).

Hourly wage rates: bricklayers, plasterers, masons, including cutters on the field, marble setters 78 cents; carpenters-joiners, erectors of screens (wood or metal), sashes, windows, steel partitions, joiners, concrete forms (shop or job), wood floor makers 70 cents; electricians, plumbers, steamfitters, and pipe mechanics, sheet metal workers and tile setters 73 cents; weather-strippers, enginemen (hoist), enginemen (steam mixer), lathers (wood or metal), junior journeymen plumbers, steamfitters and pipe mechanics, journeymen roofers (asbestos, slate, tile and composition), terrazzo layers 63 cents; enginemen (gasoline mixer), hod carriers, common workers, helpers for roofers, cement finishers 48 cents; compressor operators, terrazzo polishers (dry polishing) 58 cents; painters, sprayers, decorators, glaziers, paper hangers, floor varnishers 66 cents; maintenance men on oil burners, gasoline pumps 68 cents; apprentices for painter's, sprayer's, glazier's decorator's and paper hanger's trades from 30 to 50 cents after four years; apprentices for bricklayer's, mason's and plasterer's trades shall be determined according to a percentage of minimum rates of skilled workers, from 30 to 75 per cent after four years; painters (structural iron) 85 cents; boiler-makers, erectors and steam generator mechanics, structural iron workers \$1; helpers 75 cents. For structural steel workers, and men installing portable boilers and tanks the rate is raised from 87 cents to \$1; for installing of portable tanks under two tons the rate is raised from 58 to 70 cents; for installation of stokers in furnaces with a horizontal heating surface of 20 feet the rates are changed from 70 and 47 cents, to 80 and 60 cents.

BUILDING TRADES, MONTREAL.

An Order in Council dated March 24, and gazetted March 31, extends the term of the agreement (L.G., March, 1944, p. 359, July, p. 868, Nov., p. 1369, Dec., p. 1515; Jan., 1945, p. 71) to June 30, 1945.

Another Order in Council, dated March 31, and gazetted April 7, increases the basic rate of wages by 1 cent per hour or by 35 cents per week, as the case may be, except for common labourers.

Service: Public Administration

POLICEMEN, SHEBROOKE.

An Order in Council, dated March 24, and gazetted April 7, makes obligatory the terms of a new agreement, between the City of Sherbrooke and L'Association des Policiers de Sherbrooke. Agreement to be in effect from April 7, 1945 to January 1, 1946 and thereafter from year to year until 60 days' notice.

Hours: constables work on the two shift system, the day shift from 7 a.m. to 6 p.m., and the night shift 6 p.m. to 7 a.m. with one day rest per week; secretaries from 8 to 5 during week days, 4 hours on Saturdays; photographers 8 to 6 p.m.; telephone operators 8 hours per day; private detectives available at any hour of the day or night. Overtime for constables and photographers is payable at 60 cents per hour.

Wages: captains from \$36 to \$40 per week after 5 years; sergeants from \$33 to \$35 after five years; constables from \$26 to \$31 after five years; painters \$34; secretary of station \$40; assistant-secretary \$31; sergeant-detective \$34; corporal-detective \$33; detective \$32; photographer \$26; fingerprint expert \$33; telephone operators \$26 and \$27. Vacation: twelve days with pay every year for secretaries; one week for telephone operators after one year's service. Provisions are made for uniforms and equipment and sick leave for constables.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, MONTREAL.

An Order in Council, dated April 6, and gazetted April 14, amends the previous Orders in Council for this industry (L.G., Oct., 1941, p. 1315, Dec., p. 1573; July, 1942, p. 857; Nov., 1943, p. 1530; May, 1944, p. 637).

Hours on Saturday and eves of holidays are reduced by one hour.

Wages: journeymen barber-hairdressers \$19 per week plus 50 per cent of receipts in excess of \$27.50; occasional journeymen barber-hairdressers 35 cents per hour plus 10 per cent of receipts of his work to \$27 per week. When receipts exceed \$27 he is paid regular journeymen rates. Scale of minimum prices is changed. Apprenticeship regulations are changed. Vacation: one week with pay after one year's service.

Canadian Vocational Training

DURING the past month three new features of training have been added to the responsibility of the Department. These are:

1. Training of social welfare aids. The Department of National Defence requested the Department of Labour, through Canadian Vocational Training, to assist in carrying on and financing special courses to train social welfare aids whose services would be used by private agencies making inquiries and investigations for war departments of the Dominion Government.

Consequently, three to four months' courses will be given in recognized schools of social work at Halifax, Quebec, Montreal (2), Toronto, Winnipeg and Vancouver. The course will consist of a combination of class-room and field work under proper supervision. Trainees are selected at each centre by a committee made up of representatives of the school, private Social Service Agencies and Dominion Government. It is possible that credit for attendance at these courses might be given by the schools to those who subsequently wish to enter regular diploma courses at the school.

2. Order in Council P.C. 1388 (L.G., April, 1945, p. 527) authorizes agreements with the provinces, through Canadian Vocational Training, to provide vocational training for persons referred by the Employment Service of the Unemployment Insurance Commission. This is for any person over 16 years of age who may require either full-time or part-time training to maintain employment as a result of discontinuance or conversion of war industries to peace time requirements. It will not, in any way, interfere with the rehabilitation training program now in operation. If facilities should be limited here and there, the ex-service people will have priority. Under the Unemployment Insurance Commission Act, provision is made for the withholding of benefits if the applicant refuses to undergo a course of training to which he or she is directed by the Commission where such training is an evident need leading to employment. This plan potentially covers all war workers whether or not receiving insurance benefit, because, in some cases, it may well develop that the training period will exceed the applicant's Unemployment Insurance benefits.

3. Order in Council P.C. 1648 (L.G., April, 1945, p. 526), provides for agreements with the governments of the provinces under which a

total sum up to two million dollars per year for a ten-year period may be paid to the provinces to assist in operating plans for vocational training at high-school level. An additional sum up to ten million dollars is also provided to assist the provinces in capital expenditures to equip vocational school facilities and to provide additional facilities for training purposes, provided this sum is spent during the next three years.

In all plans full recognition is given to the fact that education, vocational or academic, is definitely within provincial jurisdiction and that jurisdiction will be fully respected. Dominion assistance is provided to assist the provinces in carrying out their obligations.

Both these Orders in Council relate to the permanent provision, through the provinces, of the additional facilities Canada will require in the post-war period. They should permit a broadening of the types of courses to be provided, leading to employment, and should very definitely assist in the transition from war to peace.

Enrolment

From its inception up to March 31, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training for Industry.....	258,635
Army Tradesmen.....	47,804
Navy Tradesmen.....	8,932
R.C.A.F. Tradesmen.....	65,204
Rehabilitation (discharged persons from the Forces).....	9,032
Students	7,649

Total 397,256

Supervisory Training

Ever widening interest in the Department's Supervisory Training Program prompts a brief restatement of the fact that assistance is available to all war and essential civilian industries in helping to train their supervisory staffs in those qualities that lead to a better utilization of the manpower, materials or equipment available.

One of the first essentials in building organization efficiency is to improve the training of supervisors. Trained supervisors who understand their responsibilities and possess skill necessary to the job of supervision are needed to-day as never before.

Job Instruction Training

Instruction of employees in their duties is a normal part of the supervisor's daily work. The time necessary for employees to learn new jobs and to get accustomed to new situations can be greatly shortened by the supervisor who has skill in the art of instructing. Job Instruction Training covers two principal phases of instruction:

1. Preliminary instruction for instructor—analysing the job to determine what it is that the worker is expected to learn, what skills he must master, what he must learn first, and how soon the instruction can be completed.

2. The actual instruction of the employee—making the learner receptive to presented instruction, trying out his performance, checking his understanding and ability, and following up to check results after he has worked at the new job.

Job Methods Training

Every supervisor should have the ability to examine present methods in his department and work out better ones. Part of his management job is to help simplify operations, help eliminate red tape, and get out more work with the available manpower, materials, and equipment, without "driving" his staff. Job Methods Training was developed to meet the needs of supervisors for a simple, practical method of improving jobs, to give them a plan they can apply to their daily work. Its integration of man power, materials, and machines is common to all jobs and the pro-

gram has been found readily adaptable to particular conditions.

Job Methods does not make methods engineers, nor does it intend to do so. But it does put into the supervisor's hands plan which will enable him to examine operations, and to work out improvements logically and effectively.

Job Methods Training can be synchronized with employees suggestions systems and with planning and procedure units. It will help stimulate a flow of suggestions, ideas, and new and better ways of doing jobs.

Job Relations Training

Employees are "people" and they respond as people to the judgment of the supervisor. Therefore, each supervisor should develop skill in dealing with people—learn to treat them as individuals. This skill is vital to good supervision, for every act and decision of the supervisor has a bearing on the attitude and morale of employees.

Job Relations Training covers two phases of this "human element" problem. The first covers the general principles of dealing with all employees—the foundation of good relations. The second phase deals with the conducting and handling of individual reactions, emotions, backgrounds, attitudes and abilities. With this training supervisors can develop, on the job, their own ability in dealing with the human factors involved in supervision.

TRAINING TOTALS IN VOCATIONAL SCHOOLS FROM APRIL 1, 1944 TO MARCH 31, 1945

TABLE 1—PRE-EMPLOYMENT

(Subject to Revision)	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/44 to Mar. 31/45	At First of March	Enrolled in March	At End of March	From April 1/44 to Mar. 31/45	(²) In March
<i>Dominion Summary</i>						
Pre-Employment.....	(Men 2,791)	470	45	147	2,246	362
	(Women 1,262)	162	106	151	981	110
Part-Time Classes (1).....	(Men 2,065)	594	64	197	.....	.....
	(Women 769)	126	11	.....	.....	.....
Total.....	6,887	1,352	226	495	3,227	472

TABLE 2—TRAINING FOR THE ARMED FORCES

(Subject to Revision)	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/44 to Mar. 31/45	At First of March	Enrolled in March	At End of March	From April 1/44 to Mar. 31/45	In Mar.
<i>Dominion Summary</i>						
R.C.A.F. Classes.....	5,409	3	.....	1	4,904	.....
Army Classes.....	9,860	1,534	406	1,302	7,816	613
Navy Classes.....	2,176	345	35	259	1,835	118
Total.....	17,445	1,882	441	1,562	14,555	731

TABLE 3—TRAINING IN INDUSTRY

(Subject to Revision)	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED BEFORE COMPLETION	
	From April 1/44 to Mar. 31/45	At First of March	Enrolled in March	At End of March	From April 1/44 to Mar. 31/45	In March	From April 1/44 to Mar. 31/45	In March
<i>Dominion Summary</i>								
Plant Schools.....	3,629	246	52	148	2,638	116	194	12
{Men								
Part-Time.....	5,615	254	95	156	4,630	148	143	14
{Women								
Part-Time.....	1,885	377	26	344	1,294	20	72	.....
{Men								
Part-Time.....	292	33	.....	16	264	5	.....	.....
{Women								
Total.....	11,421	910	173	664	8,826	289	409	26

(1) Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to March 31, 1945 were not so reported until after March 1, 1945.

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO MARCH 31, 1945 (Subject to Revision)

	NUMBERS IN TRAINING			PLACEMENTS AND WITHDRAWALS FROM REHABILITATION CLASSES				
	From April 1/44 to Mar. 31/45	Enrolled in March	At End of March	Placed in Employment		Trained but not Reported Placed	Left before Training Completed	
				From April 1/44 to Mar. 31/45	(1) In March	From April 1/44 to Mar. 31/45	From April 1/44 to Mar. 31/45	
Dominion Summary								
In Schools	Men.....	4,439	676	2,429	977	209	94	919
	Women.....	1,080	124	568	208	28	49	248
In Industry	Men.....	1,228	179	592	328	35	9	307
	Women.....	43	4	18	11	1		13
Total.....		6,790	983	3,607	1,524	273	152	1,487
Prince Edward Island								
In Schools	Men.....	20	1	19				2
	Women.....	3	1	3				
In Industry	Men.....	12	3	9				2
	Women.....							
Total.....		35	5	31				4
Nova Scotia								
In Schools	Men.....	88	5	52	22	2		14
	Women.....	6	1	5				1
In Industry	Men.....	15	5	10	2			3
	Women.....	1		1				
Total.....		110	11	68	24	2		18
New Brunswick								
In Schools	Men.....	145	18	80	21	6	6	38
	Women.....	14	8	13	1	1		
In Industry	Men.....	21	2	12	3			6
	Women.....							
Total.....		180	28	105	25	7	6	44
Quebec								
In Schools	Men.....	641	51	301	147	23	25	169
	Women.....	182	21	77	39	3	2	44
In Industry	Men.....	226	29	62	133	14	22	29
	Women.....	6		3	1			2
Total.....		1,055	101	443	320	40	49	244
Ontario								
In Schools	Men.....	1,495	320	966	244	84	22	250
	Women.....	248	30	142	35	3	6	64
In Industry	Men.....	443	77	245	82	9	1	116
	Women.....	7		1	4			2
Total.....		2,193	427	1,354	365	96	29	441
Manitoba								
In Schools	Men.....	398	74	223	93	9	12	66
	Women.....	161	14	78	33	7	11	38
In Industry	Men.....	91	11	34	23	5		35
	Women.....	4		2	1			1
Total.....		654	99	337	150	21	23	140
Saskatchewan								
In Schools	Men.....	357	41	178	124	30	4	52
	Women.....	88	12	46	25	4		16
In Industry	Men.....	69	9	45	16			8
	Women.....	1			1			
Total.....		515	62	269	166	34	4	76
Alberta								
In Schools	Men.....	646	79	304	185	16	7	146
	Women.....	135	17	95	44	8	1	44
In Industry	Men.....	145	18	71	45	6	1	35
	Women.....	13	2	4	3	1		5
Total.....		989	116	474	277	31	9	230
British Columbia								
In Schools	Men.....	649	87	306	141	39	18	173
	Women.....	193	20	109	31	2	9	41
In Industry	Men.....	206	25	104	24	1	5	73
	Women.....	11	2	7	1			3
Total.....		1,059	134	526	197	42	32	290

(1) Includes graduates from previous month's classes who were not reported placed until after March 1, 1945.

Royal Commission on Services' Trades

Establishment of a Royal Commission to investigate and report on possible arrangements with the provinces, employers and trade unions to make full use of trade training received by men and women while in the Armed Forces, was announced on April 16 by Hon. Humphrey Mitchell, Minister of Labour.

Colonel Wilfrid Bovey, Chairman, Committee on Education, Canadian Legion, B.E.S.L., Montreal, will act as Chairman of the Commission. Other persons asked to become members are D. S. Lyons, General Vice-President, International Association of Machinists, Montreal; F. S. Rutherford, Director of Vocational Education, Toronto; J. C. G. Herwig, General Secretary, Canadian Legion, Ottawa; F. S. Smelts, Regional Director of National Selective Service, Vancouver; and Hector Dupuis, Regional Director of National Selective Service, Montreal.

The Order in Council appointing the Commission, passed on the recommendation of the Minister of Labour with the concurrence of Hon. Ian A. Mackenzie, Minister of Veterans Affairs, sets forth the responsibilities as follows:

to examine into the problems involved and appropriate measures which may be taken to enable members of the Armed Forces to obtain appropriate credit in re-entering civilian occupations upon discharge, for trades, technical or other educational training or experience gained while in the Armed Forces and to report to the Minister of Labour thereon together with their recommendations as to what measures are advisable and appropriate

in co-operation with the provinces, employers, or trade and labour organizations or otherwise to this end.

The Commission has been given the usual powers and authority of a Royal Commission under the Enquiries Act.

Commenting upon the Commission, the Minister of Labour said: "Due to the highly specialized duties of the Armed Services in this mechanized war, a great deal of trade and vocational training has been acquired by the men and women in the Forces. It would be a definite loss to Canada and to Canadian industry, and in many cases a tragedy to the individual, if upon re-entering industry proper account were not taken of this vocational training while with the Armed Forces. However, a large job of co-relation is necessary to tie in the Services' training with civilian industry and occupation. Standards have to be established to show the correspondence of the one with the other. Industry has to be acquainted with what the discharges have really learned. Trade union practices must be considered.

"The Government believes", Mr. Mitchell said, "that the Commission now established faces a task which is a very important part of re-establishment and rehabilitation."

The Minister also indicated that the co-operation of provincial authorities will be sought, especially in connection with credits for training in the Armed Services toward any trades or occupations which require a provincial licence on the part of the worker.

Vocational Training for Foremen

In an address given recently before the Woodlands Section of the Canadian Pulp and Paper Association, Mr. J. H. Doige, Assistant Director of Vocational Training, stated that there is a growing demand from industrialists for the setting up of training classes in industrial management and foremanship.

"During the past two and a half or three years some 70,000 foremen and supervisors have been helped, and, consequently, their employers, by the training program sponsored through Canadian Vocational Training," Mr. Doige said.

He continued: "We realize that university men, or technical college graduates, have not a monopoly of brains, vision, ideas and ability, and the incentive must not be removed for men who show they possess qualities of leadership and judgment, even though circumstances may have withheld fundamental educational qualifications. It is unlikely that promotion to places of responsibility will ever be confined to the graduate, but it is increasingly evident that the opportunities of promo-

tions for the unqualified man are growing considerably fewer.

"The qualities which go even further than technical ability are a willingness to co-operate, personality and ready adaptability. Failure to appreciate such attributes means the failure of many other very able technically qualified men and this particularly applies to university graduates. The potential power for progress in their possession of a suitable education in fundamentals is often obstructed by their being insensible to the problems of human relationship. I venture to say that the main contributing factor to this seems to be a lack of discipline in university life, and this might include personal discipline. The major troubles experienced with graduates on the job are those relative to lack of observation of discipline, with an underlying degree of thoughtlessness, and are very seldom due to lack of technical knowledge. In contrast to this, the technical trainee, or trade apprentice, faces adversity early in his training and soon acquires balance in association with older men and becomes plant wise and very useful."

Choosing Jobs for Juveniles in Industry

Advisory Standards of U.S. Department of Labour

ADVISORY standards, prepared by the Children's Bureau of the U.S. Department of Labor, for the protection of young workers during the war have recently been issued for the pulp and paper, textile and railroad industries. Foundries are covered in a leaflet published in March. These standards, which serve as a guide to employers in placing 16- and 17-year-olds in war jobs, indicate what jobs are suitable and those which are too hazardous for young workers. Leaflet No. 1 of the series outlining the purpose of the standards and leaflets Nos. 2 to 8, setting out standards for shipbuilding, lead-using industries, industries using carbon disulphide and chlorinated solvents for welding, metal-working machines and the aircraft industry, were summarized in an earlier issue of the *LABOUR GAZETTE* (Jan. 1944, p. 22).

Pulp and Paper

Recommended standards issued in October, 1944, relate to the manufacture of pulp, paper and paper board where formerly only adults were employed.

Exposure to severe hazards may be prevented by prohibiting employment inside, on, or around tanks, vats, pits, boilers and cisterns, in excavations of too great depth, in the machine shop and millwright department, about the log pond and on pole or line work, around open gears, sprockets, chains, belts, pulleys, etc., unguarded mechanically operated knives, saws, splitters and wood-preparing machinery, excessive pressure mechanism, unguarded cutting and trimming edges and nips of any kind.

Work involving repairs or maintenance of electrical apparatus, construction of and work on stagings, mechanical unloading of coal, cleaning or oiling machinery while in motion, handling poisonous gases and corrosive substances, and work in connection with cooking processes for waste paper, chips or rags, is also considered too hazardous for the safe employment of teen-aged workers. No minor should be permitted to operate elevators, stitching, cutting or punching machines, spray guns, abrasive wheels, parchmentizing machines or power-driven cranes, hoists, lifts or electric trucks.

Jobs considered relatively safe for young workers are those in the wood-storage yard, wood-room, ground-wood mill, chemical pulp-

mill, waste paper recovery department, beater, machine and finishing rooms, storage and shipping division and in the laboratory.

Textile Industries

Standards for the textile industries were issued in December, 1944. While work in these industries is not generally considered hazardous, some in mills which perform one or more of the processes involved in the converting of cotton or wool into yarns or fabrics and rayon yarns into fabrics, are too dangerous for 16- and 17-year-old workers.

In a table appended to the leaflet jobs listed as too hazardous for young workers are all operations connected with napping, wet finishing, printing and folding, all work in the opening, picker and carding rooms, and the handling of bales, oil drums, buggies, barrels and heavy cases or operating elevators, baling equipment or mechanical lifting devices in the receiving and stock rooms. All work, such as shearing and brushing operations in which a guillotine cutter is used and the installing and repairing of machinery, oiling or cleaning of machinery in motion, is equally hazardous.

Operating or assisting in the operation of cleaning and baling equipment and work in connection with carbonizing and drying should be forbidden. No minor may be safely employed in work which requires loading and unloading in the operation of drawing-in and tying-in or heavy lifting in the mending and cloth-baling departments.

Safe jobs include light work in the receiving and stock rooms, laboratory and inspection work in the dyeing and finishing plants and all work in connection with the operations of drawing, roving, knitting, sewing, boarding, sweeping, scrubbing and running. Work not requiring heavy lifting or strenuous physical exertion may be done by juveniles in mending operations and in the storage and shipping departments.

In the combing and spinning departments, work which young workers may perform safely is confined to bringing in and removing laps and cans, doffing in spinning-mule operations and all work in other spinning operations.

Railroad Industry

Standards issued in December, 1944, for the railroad industry where "traditionally only adults have been employed" recommend the

restriction of the employment of 16- and 17-year-old workers to certain types of work not involving too much responsibility and therefore less hazardous. Employers are also reminded of child-labour laws which, in 21 States set a minimum age of 16 or 18 for employment in certain hazardous railroad occupations.

Where young workers on railroads are obliged to live in work camps, the Children's Bureau recommends that properly supervised living quarters be provided separate from the living quarters of the older employees and that their leisure-time activities be directed by camp counsellors.

All work concerned with the actual operation of trains, such as firemen, trainmen and yardmen is too hazardous for young workers, since it involves not only the danger of injury to themselves but the safety of others.

Juveniles of 16 and 17 may be employed with relative safety in stenographic and clerical jobs, in general work as messengers janitors and cleaners, telegraph and telephone switchboard operators, stablemen and ticket collectors on ferries, or maintenance of ways as carpenter helpers, painters and painter helpers (except on bridges and scaffolds), extra gang men, labourers, (except track and roadway), gardeners and farmers, section men (except in railroad yards or where traffic is heavy) and in the maintenance of equipment and stores.

They may also be safely employed as assistants in baggage and parcel rooms, station attendants, waiters, camp cooks, kitchen helpers, callers, loaders, scalers, sealers and perishable freight inspectors, train attendants and hand truckers.

The employment of girls of 16 and 17 on railroads should be limited to office work, stock clerks and messenger service.

Foundries

Standards for foundries were issued in March, 1945. As castings and forgings are used in products representing more than 50 per cent of the United States entire war output, boys of 16 and 17 have had to be employed. Their physical immaturity, and lack of experience and judgment has created a serious safety problem.

Some foundry work is dangerous to any worker while other types are dangerous merely to young workers. Control of hazards involves the elimination of dust and fumes, guarding of machinery, good housekeeping, and the use of personal safety equipment. Unless hazards, including those arising from dust and fumes, can be controlled, minors of 16 and 17 should not be employed in any foundry work. Even when there are adequate controls, minors should be employed only in the least hazardous jobs such as mixing sand by hand, light machine and bench work, painting, sorting and weighing light castings, bench and hand patternmaking or as attendants, clerks, timekeepers, etc. When heavy lifting occurs in jobs considered relatively safe, extreme care should be taken to see that young people are not permitted to do too strenuous work.

Unsuitable or too hazardous jobs include machine milling, mulling and cutting, operating moulding machines, floor and pit moulding on large work, floor coremaking on heavy cores and tending core ovens, furnace charging or repairing, pouring metal operations, operating power-driven equipment, bricklaying, conveyer operating, and the work of an electrician.

Activities of Unemployment Insurance Commission

Analysis of Statistics—Insurance Registrations—Benefit for Persons Undertaking Training—The Fund

A total of 13,307 claims for Unemployment Insurance benefit was registered in local offices of the Unemployment Insurance Commission throughout Canada in March. This compares with 14,990 claims in February, 1945 and 10,667 in March, 1944.*

During the last six working days of March 27,110 persons (19,727 males and 7,383 females) signed the live unemployment register in the offices of the Unemployment Insurance Commission. The number who signed the live unemployment register during the last six working days of February was 29,692 (21,706 males and 7,986 females) and in the last week of March, 1944, it was 16,406 (13,671 males and 2,735 females). Those who sign the live unemployment register each week are claimants in that week and previous claimants who are reporting days of unemployment during the week.

Claims adjudicated at insurance offices during March totalled 15,188, of which 12,457 were considered entitled to benefit and 2,731 considered not entitled to benefit.

The chief reasons assigned for non-entitlement to benefit were "voluntarily left employment without just cause" (1,046 cases), "insufficient contributions while in insurable employment" (1,025 cases) and "discharged for misconduct" (334 cases).

During March, as indicated by Table 5, 32,153 persons who received one or more benefit payments were paid a total of \$1,523,429 for 783,399 compensated days of unemployment. This may be compared with 23,062 persons who were paid \$822,490 for 422,873 days in February and 16,679 persons paid \$755,966 for 388,544 days in March, 1944. In order to maintain continuity and comparability between the monthly periods covered by these reports, arrangements have been made to obtain, in future years, the data for the periods February 21 to March 20 and March 21 to March 31.

The average duration of the unemployment compensated in the period covered by the March figures was 24.4 days compared with 18.3 days in February and 23.3 days in March, 1944. The average amount paid per beneficiary was \$47.38 in March as against \$35.66 in

February and \$45.32 in March last year and the average amount of benefit paid per compensated day of unemployment was \$1.94 in March, \$1.95 in February and \$1.95 in March, 1944.

Higher Payments to Unemployed Persons Undertaking Training

Under the Unemployment Insurance Act, an insured person claiming benefit may be directed by the Commission to take a course of training. A policy intended to provide a greater inducement for individuals to take such training is outlined in the White Paper, *Employment and Income*, recently issued by the Minister of Reconstruction, Hon. C. D. Howe. The Paper states that the Government proposes to provide for payments during such approved training at higher rates than those paid as unemployment insurance benefits.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at March 31, 1945, 3,090,792 employees were issued with Insurance books and had made contributions to the fund at one time or another, since April 1, 1944, an increase of 48,093 since February 28, 1945.

As at March 31, 1945, 146,783 employers were registered as having insurable employees, an increase of 1,474 from February 28, 1945.

Registrations as at March 31, 1945, by regions follows:

TABLE 1—REGISTRATIONS AS AT MARCH 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,691	229,422
Quebec	41,279	940,862
Ontario	52,743	1,206,188
Prairie	26,912	437,294
Pacific	14,158	277,026
Total for Canada..	146,783	3,090,792

Unemployment Insurance Fund as at March 31, 1945

In March benefit payments for the month passed the million dollar mark for the first time since the Unemployment Insurance Act

* Material in this section is supplied by Unemployment Insurance Commission and Dominion Bureau of Statistics.

came into effect. The new high figure was \$1,226,536.48, representing an increase of 49.4 per cent over the previous high of \$821,052.62 which was established in February. The new high figure for benefit payments in March showed an increase of 62.7 per cent over the amount of benefit payments made in the corresponding month of 1944.

The combined employer-employee contributions for March amounting to \$5,818,040.05 were 10.9 per cent above the average for the

previous eleven months due to the fact that employers were required to turn in the insurance books of their employees for renewal at the end of the month and all contributions had to be brought up to date. However, the employer-employee contributions for March this year were 5.8 per cent below the same figure for March last year.

After deducting benefit payments the net increase to the fund during March was \$6,205,377.83.

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

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	
May.....	2,799	2,027	4,654	
June.....	4,629	1,772	3,226	
July.....	2,668	1,087	3,106	
August.....	1,855	1,370	3,241	
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	48,709

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, MARCH, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	73	61	12	80	57	21	36
Nova Scotia.....	548	475	73	509	369	132	135
New Brunswick.....	348	294	54	400	331	110	56
Quebec.....	5,662	4,605	1,057	6,048	5,615	1,301	2,679
Ontario.....	1,937	1,674	263	2,038	1,736	459	205
Manitoba.....	1,377	1,194	183	1,570	1,671	126	271
Saskatchewan.....	374	291	83	444	411	83	2
Alberta.....	1,524	1,233	291	1,307	1,043	158	354
British Columbia.....	1,464	1,212	252	1,538	1,224	341	326
Total, Canada, March, 1945.....	13,307	11,039	2,268	13,934	12,457	2,731	4,064
Total, Canada, February, 1945.....	14,990	12,456	2,534	15,706	3,834	3,154	5,318
Total, Canada, March, 1944.....	10,667	9,042	1,625	11,187	11,069	1,891	3,659

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

Reasons for Non-entitlement	Month of March, 1944	Month of March, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	859	1,025	6,461
Not capable of and not available for work.....	19	62	421
Loss of work due to a labour dispute.....	1		262
Refused offer of work and neglected opportunity to work.....	14	137	1,310
Discharged for misconduct.....	104	334	1,408
Voluntarily left employment without just cause.....	788	1,046	8,040
Other reasons (1).....	106	127	1,077
Total.....	1,891	2,731	18,979

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

TABLE 5—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, MARCH, 1945*

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	201	96	5,203	10,120
Nova Scotia.....	864	393	25,425	48,575
New Brunswick.....	563	319	10,859	19,439
Quebec.....	16,242	8,672	405,427	790,320
Ontario.....	3,876	1,972	81,217	162,485
Manitoba.....	3,672	2,013	77,774	146,608
Saskatchewan.....	1,257	530	27,570	51,598
Alberta.....	3,283	1,276	60,058	117,922
British Columbia.....	2,195	1,561	89,866	176,362
Total, Canada, March, 1945.....	32,153	16,832	783,399	1,523,429
Totals, Canada, February, 1945.....	23,062	12,811	422,873	822,490
Total, Canada, March, 1944.....	16,679	11,532	368,544	755,966

Average duration of unemployment compensation.....	24.4 days
Average amount of benefit paid per person.....	\$ 47.38
Average amount paid per compensated day of unemployment.....	\$ 1.94

* With reference to the March totals it should be borne in mind that, for months other than March it is the practice in the Treasury offices to close the books at the 20th of each month in order to achieve a monthly balance in Ottawa by the end of the month. In these months, the monthly figures on number of beneficiaries, number of days paid and amount of benefit paid actually apply, therefore, to a period extending from the 21st of one month to the 20th of the following month. However, as March 31st, is the end of the fiscal year, the period covered in Table 5 of the present report is from February 21st to March 31st, so as to obtain total payments during the fiscal year.

TABLE 6—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT MARCH 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	390	100	490
Clerical Workers.....	967	1,547	2,514
Sales Workers.....	537	992	1,529
Service Workers.....	1,235	572	1,807
Agricultural Workers and Fishermen.....	136	280	416
Food Workers.....	165		165
Textile and Clothing Workers.....	302	447	749
Loggers.....	18		18
Sawmill and Wood Operators.....	124		124
Printing Workers.....	103		103
Shoe and Leather Workers.....	51		51
Stone, Clay and Glass Workers.....	12		12
Electrical Workers.....	254		254
Coal Miners.....	781		781
Other Miners (except coal).....	65		65
Construction Workers (except carpenters).....	877		877
Carpenters.....	1,992		1,992
Machine Shop Workers and Operators.....	395		395
Sheet Metal Workers.....	80	25	105
Foundry, Smelter and other Metal Workers.....	484	295	779
Miscellaneous Skilled Workers.....	1,957	887	2,844
Automobile and Other Mechanics.....	319		319
Miscellaneous Unskilled Workers—Heavy Labour.....	4,783		4,783
Miscellaneous Unskilled Workers—Light Labour.....	3,700	2,238	5,938
Totals.....	19,727	7,383	27,110

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT MARCH 31, 1945

	19 and less		20 - 29		30 - 44		45 - 54		55 - 59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	1,414	1,220	3,405	3,490	5,061	1,888	3,274	565	1,825	132	4,748	88	19,727	7,383	27,110

TABLE 8—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY-FIVE MONTHS ENDED MARCH 31, 1945

Month	REVENUE					CONTRIBUTIONS (Gross less refunds)					Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamp					Total Employer and Employee								
	\$	\$	\$	\$	\$	Misc.	Bulk	Meter	\$	\$				
Total from July to Dec. 31, 1941..	14,958,205 22	4,240,363 34	4,388,192 15	44 17					23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended Dec. 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75					55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	65,480,002 05
Total for the year ended Dec. 31, 1943.....	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33					60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
Total for the year ended Dec. 31, 1944.....	32,902,037 68	12,347,593 70	17,777,713 41	1,298,632 17					64,325,976 96	12,865,195 39	5,632,644 52	82,823,816 87	3,265,707 67	250,070,242 50
January, 1945.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80					5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,686 80
February, 1945.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62					4,614,084 34	922,816 87	97,499 93	5,634,401 14	821,052 62	260,890,085 32
March, 1945.....	3,266,058 56	1,089,941 63	1,422,506 35	39,533 51					5,818,040 05	1,163,608 01	450,266 25	7,431,914 31	1,226,536 48	267,095,413 15
Total, 1945.....	8,453,903 58	2,964,350 79	4,158,289 13	137,833 93					15,714,377 43	3,142,875 49	761,111 18	19,618,364 10	2,593,193 45	267,095,413 15
GRAND TOTAL.....	117,056,065 54	45,986,156 39	54,591,726 92	1,487,623 35					219,129,172 20	43,824,434 43	11,286,582 91	274,233,189 54	7,137,776 39	267,095,413 15

The Column "Interest on Investments and Profit on Sale of Securities" represents—
(a) Interest received on the dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:
 Areas of contributions received from Government Departments in November, 1944..... \$ 940,000 00
 Penalties..... 3,967 80
 Contributions in respect of Service in the armed forces..... 540,743 69
 Miscellaneous..... 2,911 86
\$ 1,487,623 35

Digest of Selected Decisions of Canadian Umpire Under Unemployment Insurance Act

THE Unemployment Insurance Commission submits the following digest of selected decisions of appeals heard by the Canadian Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are a continuation of the series commenced in the April issue of the *LABOUR GAZETTE*, page 534. They are selected on the basis of their possible precedent value for the determination of questions which may from time to time confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the April issue, the selected decisions will be published in two series: (1) Benefit cases will be numbered, CU-B and (2) Coverage cases will be designated, CU-C.

Case No CU-B 19

(November 29, 1944)

Where a claimant can reasonably expect the opportunity of obtaining a promotion or an increase in pay in her employment, HELD: That the claimant is not justified in leaving her employment voluntarily, as a desire for an increase in remuneration and for a promotion is not alone sufficient to establish just cause for leaving one's employment.

The material facts of the case are as follows:--

The claimant, a single woman, aged 25 years, was employed as a typist by a trust company, from December, 1941 to August 7, 1944, when she resigned, giving as her reason for separation that she had worked for this firm for over two years and was receiving \$60.00 a month and could not get a raise.

On reviewing the claim for benefit the Insurance Officer disallowed the claim and disqualified the claimant for a period of six weeks from August 8 to September 18, 1944, in accordance with paragraph (c) of Section 43 of the Act, because she had voluntarily left her employment without just cause.

The claimant appealed to the Court of Referees from the decision of the Insurance Officer and stated that she could not continue to work in that position knowing that there was no future either in promotion or in increase in pay and she felt justified in leaving to seek a better opening elsewhere. The claimant was given an oral hearing by the

Court of Referees which allowed her claim. The Court of Referees was of the opinion that there was no future either in promotion or in increase in pay and that she was justified in quitting with a view to obtaining other employment.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees. This appeal was considered without an oral hearing, no application having been made therefor.

DECISION

The Umpire's decision was that the claim should be disallowed and the disqualification remain in force and gave as his reasons that:

The facts show that the claimant commenced with the trust company at \$40.00 a month. Some time later, she was raised to \$50.00 a month and a year later was raised to \$60.00 a month, which she was receiving at the time of her resignation. It was also disclosed that other typists with the same employer were earning a higher rate of remuneration.

The evidence as to the increases in remuneration already received by the claimant and the fact that she was apparently not at the top of the range of wage rates for her classification would not support the conclusion that she had no future either in promotion or increase in pay. In any event, a desire for increase in remuneration and desire for promotion are not alone sufficient to establish just cause. The claimant must also show that some attempt had been made to find other employment and that there was reasonable prospect of obtaining that other employment. That is not shown in this case.

Case No. CU-B 24

(January 18, 1945)

Where a young married woman, without children and without any special domestic responsibilities, holds herself available only for a five-hour "Victory" shift, a very unusual period of employment no longer in existence in her district, and refuses an offer of full-time employment, which is suitable in her case, HELD: That the claimant had so limited her sphere of availability as to render herself, for all practical purposes, not available for work and was not justified in refusing the offer of full-time suitable employment.

The material facts of the case are as follows:

The claimant, a married woman, without children, aged 26 years, filed an Initial Claim for Benefit on January 26, 1944. She worked

in the assembly line in a munitions plant from November 11, 1940 to January 12, 1944. She was hired and worked as a full time employee until she married, and then from July 19, 1943 she worked on what is known as the "Victory Shift", involving only five hours' work daily. Her Initial Claim for benefit was allowed, since she was laid off because of a shortage of work.

On June 14, 1944, after she had been continuously unemployed since filing her claim and had drawn 110 days' benefit, she was offered work with the same employer, not on the "Victory Shift" but on a regular daytime shift involving a nine-hour working day. The claimant refused to accept this work and her reason for refusal is set out in the following statement:

"My husband is on shift work and it is necessary for me to be at home to get his meals. It would be quite impossible for me to take full time work because of this but I am available for victory shift work only. I worked at this place for about 3 years and was on full time till I married, July, 1943. After that I worked on a victory shift until laid off January, 1944. The job offered me at my old employer's was full time on straight days and I understand there are no openings for victory shift workers at present."

The Insurance Officer held that the claimant had refused an offer of suitable employment without good cause and disqualified her from receipt of benefit for a period of six weeks from the date of her refusal.

From this Decision the claimant appealed to a Court of Referees and in support of her appeal submitted the following further statement:

"That I do not feel that the employment offered me was suitable."

Further particulars of the work offered the Claimant appear in the following letter sent by the Manager of the Local Office:

"The claimant was referred to a job on June 14th, which was steady work from 7 A.M. to 5 P.M. She would have had one hour off at noon. She lives approximately 15 minutes walk from the plant. As the job offered her is at the same place as she had worked approximately 3 years, we did not feel that the matter of distance from the job would enter into the matter."

The Court of Referees gave the claimant an oral hearing. The Court unanimously found that "in refusing work other than the five hour victory shift or similar work, the claimant did not thereby render herself not available for work, and that the work offered to her was unsuitable and such as she was justified in refusing".

The Insurance Officer appealed the Decision of the Court of Referees to the Umpire.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

The claimant takes the position that the work offered was unsuitable on account of her domestic responsibilities.

Work on a five-hour shift, which is the only work she is willing to accept, has not been, since she left her employment, available for women workers and there is no prospect of finding such work in that city.

In refusing any work except on a five-hour shift, which is a very unusual period of employment, the claimant had so limited her sphere of availability as to render herself, for all practical purposes, not available for work.

Moreover, the work which was offered is suitable and the claimant, under the circumstances, was not justified in refusing it.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of March, 1945, as reported by employers.—Employment in the Dominion showed a further contraction at March 1, in a seasonal movement which was of somewhat greater-than-average proportions, according to the Dominion Bureau of Statistics.

The index number of employment declined from 178·9 at the beginning of February to 178·2 at March 1, as compared with 181·7 at March 1, 1944.

Average weekly per capita earnings reached a new high of \$32.82 at March 1, 1945, as compared with \$32.15 at the beginning of February. The average at March 1, 1944 was \$32.27.

The Bureau's reports come from firms employing fifteen or more employees representing practically all industries except agriculture, fishing, hunting, and highly specialized business operations. Reports at March 1 came from 15,129 establishments in the eight leading industries. These, together with data from financial institutions, indicated that the number of persons in recorded employment was 1,813,991, as compared with 1,821,965 at the beginning of December, 1944.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit declined somewhat during March, the number being 13,307 as compared with 14,990 in February. There was, however, an increase of 2,640 as compared with March, 1944.

Report on employment conditions, April, 1945.—There was a sharp rise in the manpower requirements of Canadian industry during the past month. On the other hand, the supply of workers available decreased considerably. The labour demand in industries exclusive of agriculture, as reported by Employment and Selective Service Offices at April 19, 1945, totalled 147,185. This was an

increase of 42 per cent over labour requirements one month earlier. Labour supply, as indicated by the number of applicants registered at employment offices but not yet referred to jobs, amounted to 47,227 at April 20, 1945, which was less than one-third the number of workers required at that date.

Applications for employment: vacancies, and placements, March, 1945.—Reports received from the Employment and Selective Service Offices during the four-week period March 2 to March 29, 1945, showed slight decreases in the average daily placements, both when compared with those of the four weeks ending March 1, 1945, and the period March 3 to March 30, 1944. Under the first comparison, except for fairly substantial declines in manufacturing and forestry and logging and moderate increases in trade, construction and services, all changes were slight. In the second instance the decrease in manufacturing was most perceptible as the declines in logging; and increases in trade, construction, services and public utilities were moderate. Vacancies during the four-week period numbered 197,221. There were 169,305 applications for employment and 116,653 placements were effected in regular and casual employment.

Unemployment in trade unions.—The percentage of unemployment among trade union members increased fractionally during the quarter ending March 31, though remaining less than one per cent. At the beginning of January the figure was 0·6 per cent while at March 31, 1945, it was 0·7 per cent.

The March, 1945, figure was based on returns from 2,337 local labour organizations, having a total membership of 421,779 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution made by the Research and Statistics Branch of the Department of Labour indicates that at October 1, 1944, 4,318,000 persons 14 years of age and over, were gainfully occupied, of whom 3,293,000 were in non-agricultural industry, including 994,000 in war industry. In addition there were 777,000 persons in the Armed Forces.

The Employment Situation at the Beginning of March, 1945, as Reported by Employers

EMPLOYMENT in the Dominion as a whole showed a further contraction at March 1, in a seasonal movement which was of somewhat greater-than-average proportions according to the experience of the period, 1921-1944; the loss, however, was smaller than that at March 1 of last winter. The 15,129 establishments co-operating in the Dominion Bureau of Statistics' latest survey of employment and payrolls reported a combined working force of 1,813,991 men and women. As compared with 1,821,965 at February 1, there was a reduction of 7,974 persons or 0.4 per cent. On the other hand, the weekly salaries and wages paid at the date under review showed an advance, standing at \$59,528,406, as compared with the aggregate of \$58,581,035 disbursed by the same firms at the beginning of February.

The moderate recession in industrial activity lowered the index of employment, on the 1926 base, from 178.9 at February 1, to 178.2 at the date under review, as compared with 181.7 at March 1 of last year. Since the falling-off was rather above normal for the beginning of March in earlier years, the seasonally-corrected figure was also lowered, falling from 185.9 at February 1, to 185.7 at March 1.

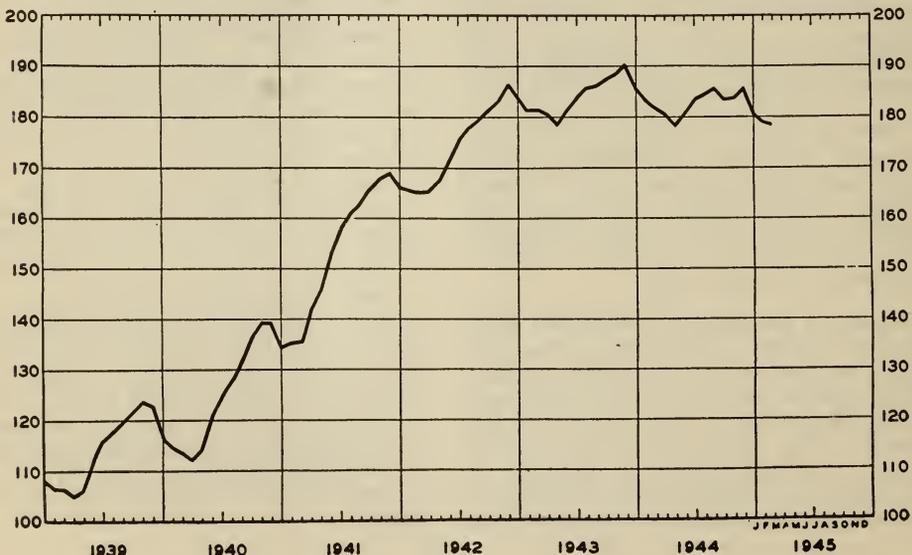
There was a contra-seasonal recession in employment in manufacturing at the date under review, repeating the experience at the beginning of March in 1944; these are the only two years in the record in which the trend at March 1 has been downward. The loss was not on a large scale, some 3,300 persons have been laid off since February 1. Of these, nearly 2,700 were released by animal food factories, in which employment was seasonally inactive; however, the contraction was greater than usual. Among the non-manufacturing classes, logging, mining, transportation, construction and maintenance and trade reported curtailment, also mainly of a seasonal character. The largest losses were in retail trade and highway construction, in which they approximated 3,500 and 2,300 workers, respectively. The former decrease was about normal in extent, while that in construction as a whole was not equal to the average reduction in preceding years. In communications and services, moderate increases in employment were noted at the date under review.

Payrolls

As already stated, the weekly payrolls reported at March 1 by the firms furnishing

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



statistics aggregated \$59,528,406, as compared with \$58,581,035 distributed on or about February 1. The gain amounted to \$947,371, or 1.6 per cent. The average earnings of the typical individual in recorded employment reached a new high, standing at \$32.82, as compared with \$32.15 at February 1. The previous maximum was the mean of \$32.37 at April 1, 1944. At March 1, 1944, the figure had been \$32.27; that at March 1, 1943, was \$30.72, while in 1942 the per capita at March 1 was \$27.92.

The latest survey shows that, when the statistics for financial institutions are included, the total number of persons in recorded employment was 1,880,646, as compared with 1,888,574 at February 1. The salaries and wages paid in weekly payrolls to these employees were given as \$61,718,771, as compared with \$60,767,946 disbursed at February 1. The per capita earnings in the nine main indus-

tries, including finance, were also \$32.82, as compared with \$32.18 at the beginning of February, and \$32.26 at March 1, 1944.

Table II summarizes the latest statistics of employment and payrolls for the main industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at February 1, 1945, and March 1, 1944, when available. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926 = 100, to June 1, 1941, as 100. Table I indicates that during the period of observation, there has

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS. BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.82	127.6	164.7	33.57

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at March 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at March 1, 1945, and February 1, 1945, with Comparative Figures for March 1, 1944, where Available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at Mar. 1, 1945	Aggregate Weekly Payrolls at Mar. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Mar. 1, 1945	Feb. 1, 1945	Mar. 1, 1944	Mar. 1, 1945	Feb. 1, 1945	Mar. 1, 1944	Mar. 1, 1945	Feb. 1, 1945	Mar. 1, 1944
(a) PROVINCES											
Maritime Provinces	137,575	4,395,138	31.95	31.39	30.52	118.0	118.0	114.9	172.8	170.0	161.2
Prince Edward Island.....	2,911	73,325	25.19	25.58	25.11	131.8	115.5	123.9	157.4	140.0	145.4
Nova Scotia.....	79,972	2,713,768	33.93	33.51	32.11	114.2	114.6	113.5	172.2	170.7	162.3
New Brunswick.....	54,692	1,608,045	29.40	28.56	28.36	123.9	124.2	117.0	174.6	170.2	159.2
Quebec	560,339	17,576,625	31.37	30.57	30.58	119.8	120.2	125.3	157.1	153.6	160.0
Ontario	760,253	25,416,029	33.43	32.97	33.40	114.2	114.3	113.6	140.8	138.9	139.9
Prarie Provinces	194,693	6,393,346	32.84	31.87	31.39	110.1	113.3	110.9	137.6	137.5	132.9
Manitoba.....	90,731	2,937,001	32.37	31.31	31.05	110.3	114.2	109.8	134.7	134.8	128.5
Saskatchewan.....	37,454	1,182,220	31.56	30.88	30.34	102.7	105.8	101.3	128.8	129.7	122.7
Alberta.....	66,508	2,274,125	34.20	33.21	32.39	114.0	116.5	118.5	147.1	145.8	145.2
British Columbia	161,131	5,747,268	35.67	34.80	35.37	127.5	127.5	138.1	160.9	157.0	173.8
CANADA	1,813,991	59,528,406	32.82	32.15	32.27	116.7	117.2	118.8	148.8	146.4	149.1
(b) CITIES											
Montreal	273,478	8,940,563	32.69	32.14	31.89	125.2	125.6	134.9	160.5	158.2	168.6
Quebec City.....	33,587	970,361	28.89	28.27	28.88	140.1	140.9	165.5	195.9	192.7	230.5
Toronto.....	247,150	8,147,901	32.97	32.26	33.03	124.3	124.9	129.2	152.2	149.7	158.7
Ottawa.....	21,849	627,088	28.70	28.43	27.82	109.4	111.4	106.7	135.9	136.9	128.8
Hamilton.....	60,110	2,029,979	33.77	33.67	34.03	112.9	112.7	110.5	138.4	137.6	136.7
Windsor.....	38,538	1,685,491	43.74	44.22	44.30	121.9	122.1	129.2	140.9	142.8	150.3
Winnipeg.....	59,357	1,780,854	30.00	28.80	29.22	115.0	120.5	116.5	136.1	137.0	134.2
Vancouver.....	80,504	2,789,241	34.65	34.01	34.52	157.2	157.1	177.3	205.7	201.8	232.1
Halifax.....	25,980	836,635	32.20	32.96	.....	155.0	155.0	.....	212.9	217.9	.....
Saint John.....	14,771	444,578	30.10	30.03	.....	141.1	137.3	.....	199.7	193.9	.....
Sherbrooke.....	9,217	250,073	27.13	25.82	.....	106.9	106.0	.....	138.5	130.7	.....
Three Rivers.....	9,798	300,032 ¹	30.62	28.77	.....	122.7	123.3	.....	147.7	139.3	.....
Kitchener-Waterloo.....	16,359	489,853	29.94	30.09	.....	111.6	111.2	.....	147.6	147.8	.....
London.....	21,103	624,598	29.60	29.48	.....	118.6	119.8	.....	139.5	140.3	.....
Fort William-Port Arthur.....	15,286	546,008	35.72	36.05	.....	109.2	111.0	.....	145.6	149.4	.....
Regina.....	9,808	285,703	29.13	28.88	.....	108.8	108.1	.....	137.8	135.7	.....
Saskatoon.....	5,813	158,225	27.22	26.83	.....	118.3	120.2	.....	146.0	146.2	.....
Calgary.....	17,369	562,799	31.83	31.18	.....	114.8	117.5	.....	136.9	137.3	.....
Edmonton.....	15,476	450,714	29.12	28.87	.....	119.0	124.8	.....	144.1	149.8	.....
Victoria.....	14,084	484,765	34.49	34.19	.....	168.6	166.3	.....	231.4	226.7	.....
(c) INDUSTRIES											
Manufacturing	1,124,103	37,734,261	33.57	33.06	33.23	127.6	128.0	134.8	164.7	162.6	172.2
Durable Goods ¹	588,561	21,802,678	37.04	36.44	36.44	138.1	138.3	155.5	182.5	179.8	202.2
Non-Durable Goods.....	517,564	15,252,370	29.47	29.06	28.85	118.7	119.2	116.2	147.3	145.9	141.3
Electric Light and Power.....	17,978	679,213	37.78	37.48	37.81	94.2	94.3	90.3	110.4	109.7	105.9
Logging.....	93,062	2,569,768	27.61	25.13	27.99	195.8	197.3	170.8	271.9	249.4	244.1
Mining.....	70,879	2,835,678	40.01	39.39	37.76	85.0	85.5	89.9	108.0	107.1	107.7
Communications.....	29,808	831,803	31.26	31.25	30.67	114.4	113.4	107.9	132.1	130.9	122.1
Transportation.....	152,018	6,111,027	40.20	38.98	36.01	119.3	119.6	115.7	149.4	145.3	139.8
Construction and Maintenance.....	113,874	3,494,839	30.69	29.98	30.77	64.2	64.7	61.1	86.3	85.0	82.6
Services.....	48,832	984,520	20.16	19.70	19.38	116.4	115.9	115.2	146.5	142.1	137.3
Trade.....	181,415	4,866,570	26.83	26.52	26.45	108.5	108.9	99.8	121.7	122.0	112.8
Eight Leading Industries	1,813,991	59,528,406	32.82	32.15	32.27	116.7	117.2	118.8	148.8	146.4	149.1
Finance.....	66,655	2,190,365	32.86	32.83	31.92	110.9	110.8	108.4	126.4	126.2	120.1
Total—Nine Leading Industries	1,880,646	61,718,771	32.82	32.18	32.26	116.5	117.0	118.4	147.9	145.6	147.9

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

been a general increase of 16.7 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these workers have risen by 48.8 per cent; including finance, the gain in employment from June 1, 1941, to March 1, 1945, amounted to 16.5 per cent, and that in payrolls, to 47.9 per cent. The explanation previously given for the greater rise in the salaries and wages than in employment may again be stated: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their absorption into the basic wage rates as from February 15, 1944, (3) the progressive up-grading of employees as they gain experience in their work, and (4) the payment of higher wage-rates in a number of cases.

Chiefly as a result of wartime demand for manufactured commodities, the growth in employment and payrolls in factories in the period of observation has been greater than

that in the non-manufacturing industries. The index of employment in manufacturing has risen by 27.6 per cent from June 1, 1941, and that of payrolls has advanced by 64.7 per cent; these increases considerably exceed those given in the preceding paragraph for the eight and the nine leading industries. The factors given above as influencing the all-industries' trends operate with greater force in the case of manufacturing.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime will also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used. The degree of skill generally required of workers in the industry is obviously also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Mar. 1, 1929.....	111.4	106.8	.....	.....	.....	104.7	118.4	112.3	.....	.....	.....	103.7
Mar. 1, 1930.....	110.2	110.2	.....	.....	.....	106.6	115.6	105.3	.....	.....	.....	104.2
Mar. 1, 1931.....	100.2	104.5	.....	.....	.....	99.7	101.6	98.6	.....	.....	.....	93.8
Mar. 1, 1932.....	88.7	93.1	.....	.....	.....	86.5	91.8	88.2	.....	.....	.....	78.7
Mar. 1, 1933.....	76.9	76.8	.....	.....	.....	74.1	79.8	80.6	.....	.....	.....	67.7
Mar. 1, 1934.....	92.7	103.2	.....	.....	.....	89.1	97.8	83.8	.....	.....	.....	85.6
Mar. 1, 1935.....	96.4	98.6	.....	.....	.....	91.3	103.5	87.2	.....	.....	.....	91.9
Mar. 1, 1936.....	98.9	101.7	.....	.....	.....	95.1	103.8	95.1	.....	.....	.....	92.4
Mar. 1, 1937.....	102.8	106.6	.....	.....	.....	102.5	108.9	91.3	.....	.....	.....	89.2
Mar. 1, 1938.....	107.8	108.3	83.6	115.0	101.6	110.1	113.7	92.2	91.0	90.4	95.2	96.2
Mar. 1, 1939.....	106.5	101.2	83.8	112.6	88.3	112.8	109.1	94.3	89.6	96.9	99.6	96.7
Mar. 1, 1940.....	113.5	116.0	93.8	125.5	105.8	114.3	120.0	98.5	94.5	97.5	105.5	101.8
Mar. 1, 1941.....	135.3	135.1	144.0	147.3	119.7	137.7	145.7	111.3	107.5	107.0	120.0	116.8
Mar. 1, 1942.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
Mar. 1, 1943.....	181.4	168.4	110.9	184.8	151.5	198.8	186.4	135.4	133.1	122.8	147.5	182.4
Mar. 1, 1944.....	181.7	175.1	132.7	190.6	157.9	197.1	183.9	142.3	136.9	129.0	159.4	186.3
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Relative Weight of Employment by Provinces and Economic Areas at Mar. 1, 1945.....	100.0	7.6	.2	4.4	3.0	30.9	41.9	10.7	5.0	2.0	3.7	8.9

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Mar. 1 1945	Feb. 1 1945	Mar. 1 1944	Mar. 1 1940
Manufacturing	62.0	214.3	215.0	226.5	122.6
Animal products—edible.....	2.4	209.7	222.9	207.4	131.3
Fur and products.....	.2	130.9	130.7	122.8	107.2
Leather and products.....	1.6	140.3	139.7	140.0	126.8
Boots and shoes.....	1.0	128.3	128.0	125.4	124.9
Lumber and products.....	3.5	118.2	117.3	115.8	80.5
Rough and dressed lumber.....	1.8	94.1	93.2	89.8	67.4
Furniture.....	.7	129.3	128.6	123.1	90.0
Other lumber products.....	1.0	199.1	197.9	205.9	117.0
Musical instruments.....	.03	29.7	29.2	30.4	54.0
Plant products—edible.....	2.9	162.2	165.4	152.8	115.8
Pulp and paper products.....	4.8	137.8	137.1	133.2	111.3
Pulp and paper.....	2.1	122.1	121.7	117.4	98.5
Paper products.....	.9	211.5	210.1	208.3	141.9
Printing and publishing.....	1.8	133.7	132.7	128.4	117.3
Rubber products.....	1.3	182.4	181.3	153.6	108.1
Textile products.....	7.7	161.1	159.7	159.9	142.7
Thread, yarn and cloth.....	2.8	160.6	160.0	159.3	156.7
Cotton yarn and cloth.....	1.2	111.6	111.5	113.9	121.3
Woolen yarn and cloth.....	.7	169.6	169.3	172.8	169.8
Artificial silk and silk goods.....	.7	631.0	622.8	579.7	507.4
Hosiery and knit goods.....	1.2	148.8	148.8	149.7	138.1
Garments and personal furnishings.....	2.7	160.7	158.1	160.7	134.6
Other textile products.....	1.0	183.0	180.9	175.3	131.9
Tobacco.....	.7	154.0	152.3	151.6	172.2
Beverages.....	.8	251.1	252.3	230.9	165.9
Chemicals and allied products.....	4.3	604.2	609.2	610.3	181.9
Clay, glass and stone products.....	.8	133.0	133.4	137.3	83.0
Electric light and power.....	1.0	141.2	141.4	135.3	130.7
Electrical apparatus.....	2.4	298.1	306.9	329.5	139.4
Iron and steel products.....	22.6	300.2	300.6	343.3	116.7
Crude, rolled and forged products.....	1.9	250.2	250.1	249.5	150.4
Machinery (other than vehicles).....	1.3	222.8	223.4	224.6	126.9
Agricultural implements.....	.6	137.6	132.8	135.9	71.4
Land vehicles and aircraft.....	9.4	269.2	274.1	314.9	110.2
Automobiles and parts.....	2.4	288.2	289.8	300.9	156.5
Steel shipbuilding and repairing.....	3.3	1359.7	1343.3	1518.5	103.5
Heating appliances.....	.3	193.2	180.6	168.2	130.9
Iron and steel fabrication (n.e.s.).....	1.2	302.1	304.3	297.0	132.5
Foundry and machine shop products.....	.6	240.4	239.3	283.1	121.5
Other iron and steel products.....	4.0	337.3	331.4	396.3	122.5
Non-ferrous metal products.....	3.0	336.8	334.7	459.9	169.8
Non-metallic mineral products.....	.9	213.4	214.2	212.8	158.7
Miscellaneous.....	1.1	356.2	353.4	367.3	152.2
Logging	5.1	309.9	312.3	270.4	179.1
Mining	3.9	150.7	151.5	159.3	167.1
Coal.....	1.5	96.2	97.2	101.1	94.1
Metallic ores.....	1.8	263.1	264.0	292.3	350.2
Non-metallic minerals (except coal).....	.6	160.6	162.2	150.0	125.4
Communications	1.6	111.2	110.2	104.9	82.2
Telegraphs.....	.4	126.1	127.4	128.9	91.7
Telephones.....	1.2	106.8	105.5	98.3	79.6
Transportation	8.4	117.9	118.2	114.8	83.0
Street railways and cartage.....	2.6	184.6	186.7	177.7	125.4
Steam railways.....	4.8	107.3	107.2	104.5	75.6
Shipping and stevedoring.....	1.0	81.4	81.6	82.3	62.1
Construction and Maintenance	6.3	89.2	89.9	85.3	55.4
Building.....	2.0	81.5	83.3	90.4	44.4
Highway.....	1.8	84.2	89.9	81.4	67.3
Railway.....	2.5	101.4	96.5	83.7	55.9
Services	2.7	199.0	198.0	196.8	132.6
Hotels and restaurants.....	1.8	198.9	197.7	195.7	128.6
Personal (chiefly laundries).....	.9	199.1	198.4	198.8	139.7
Trade	10.0	167.0	169.4	156.5	134.9
Retail.....	7.3	172.8	177.3	162.8	139.5
Wholesale.....	2.7	153.0	150.1	140.3	123.0
Eight Leading Industries	100.0	178.2	178.9	181.7	113.5
Finance.....		128.7	128.6	125.8	113.0
Banks and Trust companies.....		133.0	133.0	129.9	105.6
Brokerage and stock market.....		154.2	151.9	133.0	198.1
Insurance.....		121.6	121.5	119.8	117.5
Total—Nine Leading Industries		175.8	176.5	179.0	113.4

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, April, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

MANPOWER requirements in Canadian industry have increased considerably during the past month, thus maintaining the trend which has been sharply upward since the winter seasonal low point in demand was reached at the end of February. Thousands of agricultural workers who had taken off-season employment in other essential industries are now returning to the farms and this is reflected in the increasing demand for workers in these industries. There was a net labour demand¹ for 147,185 workers (106,391 men and 40,794 women) at April 19 in industries exclusive of agriculture. Labour requirements at this date were 42 per cent higher than at March 22, one month earlier, and 13 per cent higher than at April 20, the corres-

¹ Net Labour Demand is calculated by deducting unconfirmed referrals from unfilled vacancies. Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated. Unconfirmed Referrals are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

ponding reporting date in 1944 when there was a shortage of 130,858 workers. The sharp rise in demand during the past month can be largely attributed to the necessity of finding replacements for the agricultural workers released from other essential industries, and to the increased seasonal activities in construction, transportation and other industries. Male demand showed a rise of almost 50 per cent during the past month, as requirements, especially in heavy industry, became more urgent. The need for women workers increased by 24 per cent during this same period. This marked increase in labour demand was apparent in all industries. Table I shows net labour demand by main industry group and by sex, as at April 19, with absolute and percentage change in total demand during the past month.

To offset the rising demand there were 47,227 unrefereed applicants² reported by Local Employment and Selective Service Offices throughout Canada at April 20. This was fewer by 7,254 than the number of applicants awaiting referral at March 22. The supply of workers available at April 20 was distributed as follows: 28 per cent in the skilled and semi-skilled group, 38 per cent in the unskilled group, and the remaining 34 per cent in other groups, including clerical, sales, and service workers. Table II shows labour demand and supply by main occupational groups and by sex, as at April 20, 1945.

² Applicants who have not been referred to jobs as at the date indicated.

Net Labour Demand in A and B Priority Industries

Labour requirements in high priority industry showed a marked increase during the month, which can be largely attributed to the release of many farmers from war and other essential industries. At April 19, the need for 84,948 workers in high priority industries (exclusive of logging and agriculture) was 42 per cent higher than the demand reported at March 22, four weeks earlier. Furthermore, the manpower needs of these industries accounted for 58 per cent of the total labour requirements at the April date. High priority mining and manufacturing, which comprised almost 60 per cent of the total labour requirements in A and B priority industries, reported an increase in demand from 38,222 at March 22 to 50,428 at April 19.

Mining and Primary Smelting

Increased activity and the need to replace off-season agricultural workers in high priority mining, primary smelting and refining industries is reflected in the marked rise in the demand for workers in this group. Some relief may be expected upon the termination of river-driving, as many of these husky workers can be placed in the hard pressed mining industry. Labour requirements of 7,318 in high priority mining, primary smelting and refining represented a rise of 1,464 or 25 per cent over the demand for workers at March 22. More than 70 per cent of this increase was in the Ontario Region, where demand rose from 2,332 at March 22 to 3,365

at April 19. This was largely due to the sharp rise in demand for workers in the nickel industry where 1,586 workers were needed at April 19 as compared with 958 at March 22. The manpower situation in the base metal industries gives cause for some concern, as these metals will play an important part in production schedules outlined for the Pacific war and Canada is in a strategic position to make a substantial contribution in this field. Every effort is being made to meet the additional labour requirements but the difficulties are increased by the high physical standards required of applicants and the heavy rate of labour turnover in base metal mining. The release of the many agricultural workers who have been engaged in these industries during the winter months has further complicated an already difficult situation. The iron and steel industries were in need of 1,706 workers at April 19; this was 24 per cent higher than the reported shortage of 1,374 at March 22. The shortage of workers in the coal mines at April 19, totalled 1,419; this was slightly higher than the demand for 1,352 four weeks earlier. The Prairie Region reported some easing of the situation although there was an urgent need for unskilled workers. The Maritime and Pacific Regions both reported increased demands for labour, especially underground workers. Increased activity is reported in the gold mining industry, where, due to shortages of both labour and equipment, production has been sharply curtailed during the war years.

Manufacturing

High priority manufacturing reported a sharp increase in demand for workers during the four weeks prior to April 19. Heavy industries, in particular, are feeling the effect of the release of off-season agricultural workers as suitable replacements of the sturdy type of worker are very scarce at this time. At April 19, there was a demand for 43,110 workers in A and B priority manufacturing industries; this was 33 per cent higher than the demand for 32,368 workers reported at March 22. Substantial increases in both male and female requirements were recorded in all regions during the month. The most significant increases in labour demand were reported in the following high priority industries.

Aircraft and Parts—Demand for workers in this essential industry, while substantially lower at April 19, 1945, than at the corresponding reporting date in 1944, rose sharply during the four-week period under review, from 1,197 at March 22 to 2,081 at April 19. This was entirely due to the increased demand for male workers, as the release of

the many farmers employed during the winter months has added to the manpower problems in this industry. Two-thirds of the overall demand for workers in this industry at April 19 was in the Quebec Region where requirements rose from 545 to 1,378 during the month. Although production of trainer types of aircraft will soon be discontinued, some of the manufacturing capacity released by the termination of the British Commonwealth Air Training Plan is now being used to fill substantial contracts for aircraft components for the United States Government.

Textiles and Products—Labour requirements in the high priority textile industry continued to increase, and at April 19 the demand for 7,070 workers (2,249 male and 4,821 female) was larger by almost one-fifth than the number required at March 22. Seventy-two per cent of this increase was due to a rise in demand for female workers from 4,010 to 4,821. As the textile industry is mainly concentrated in Quebec and Ontario, these two regions accounted for 96 per cent of the total demand, with labour requirements of 2,960 and 3,809 respectively at April 19. The greater proportion of the labour shortage was reported in the main primary textile industries; the cotton, woollen and worsted, and knitting mills in Quebec and Ontario accounted for almost 60 per cent of the total labour requirements of the textile industry. In the manufacture of both men's and boys' clothing and women's and misses' outerwear, labour requirements rose considerably during the month to stand at 1,079 and 678 respectively at April 19. Female sewing machine operators continued to be in short supply; there was an overall demand for 3,911 while there were only 198 applicants in all Canada registered as sewing machine operators.

Chemicals and Non-Metallics—A sharp increase in the need for workers in this highly essential industry was reported at April 19 when 3,499 workers were required as compared with 2,470 at March 22, four weeks earlier. All regions recorded substantial increases, particularly Ontario where requirements rose from 1,422 to 1,921 during this period. One-third of Ontario's labour requirements at April 19 was in the industrial chemicals industry where demand rose slightly during the month. In the manufacture of stone, clay and glass products, including construction materials, there was a marked increase in demand during the four-week period under review, from 373 to 684.

Food Processing—The normal seasonal activity in food processing plants combined with the urgent need to replace off-season

TABLE I—NET LABOUR DEMAND BY INDUSTRY AND BY SEX AS AT APRIL 19, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from March 22, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	7,953	6	7,959	+589	+8.0 ¹
Lumber.....	2,908	16	2,924	-150	-4.9
Other Logging.....	494	4	498	-216	-30.3
Total.....	11,355	26	11,381	+223	+2.0 ¹
Mining and Manufacturing—					
Coal Mining.....	1,415	4	1,419	+67	+5.0
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	1,617	89	1,706	+332	+24.2
Nickel.....	1,572	—	1,572	+631	+67.1
Other Base Metals.....	1,319	15	1,334	-22	-2.0
Other Mining and Oil Producing.....	1,233	54	1,287	+456	+54.9
Aircraft and Parts.....	1,895	186	2,081	+884	+73.9
Shipbuilding and Repairs.....	3,219	74	3,293	+831	+33.8
Guns and Ammunition.....	2,970	1,062	4,032	+710	+21.4
Mechanical Transport and Armoured Fighting Vehicles..	1,359	88	1,447	+124	+9.4
Secondary Metal Industries (excluding Machinery and					
Equipment).....	4,003	622	4,625	+1,053	+29.5
Electrical Machinery and Equipment.....	885	520	1,414	+474	+50.4
Other Machinery and Equipment.....	2,677	291	2,968	+564	+23.5
Chemicals and Non-Metallics.....	2,980	510	3,499	+1,029	+41.7
Food Processing.....	3,410	1,147	4,557	+1,551	+51.6
Textiles and Products.....	2,249	4,821	7,070	+1,119	+18.8
Wood Products.....	3,826	235	4,061	+1,577	+63.5
Pulp and Paper.....	953	248	1,201	+220	+22.4
Rubber and Leather.....	1,352	586	1,938	+429	+28.4
Other Manufacturing.....	590	334	924	+177	+23.7
Total.....	39,524	10,904	50,428	+12,206	+31.9
Construction.....	4,070	38	4,108	+2,171	+112.1
Transportation.....	10,098	368	10,466	+5,690	+119.1
Other Public Utilities.....	1,436	538	1,974	+386	+24.3
Public and Professional Service.....	2,883	2,777	5,660	+927	+19.6
Trade, Finance and Other Service.....	4,378	7,934	12,312	+3,747	+43.7
Total A and B Priority Industries.....	73,744	22,585	96,329	+25,350	+35.7¹
C and D Priority Industries—					
Logging.....	4,463	13	4,476	+4,470	+745.0 ¹
Mining.....	1,116	13	1,129	+575	+103.8
Manufacturing.....	7,239	9,193	16,432	+3,524	+27.3
Construction.....	7,143	32	7,175	+3,683	+105.5
Public Utilities.....	505	39	544	+169	+45.1
Trade.....	4,796	3,079	7,875	+1,627	+26.0
Finance and Insurance.....	1,072	682	1,754	+149	+9.3
Service.....	6,313	5,158	11,471	+3,634	+46.4
Total C and D Priority Industries.....	32,647	18,209	50,856	+17,831	+54.0¹
GRAND TOTAL.....	106,391	40,794	147,185	+43,181	+41.5

¹ Comparison with previous month's figures abnormally affected by a change in the priority of pulpwood logging.TABLE II—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX,
AS AT APRIL 20, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,134	626	2,760	1,328	283	1,611
Clerical Workers.....	2,230	5,028	7,258	2,135	3,523	5,658
Sales Workers.....	2,206	1,940	4,146	1,398	2,425	3,823
Service Workers.....	4,720	12,302	17,022	2,048	2,701	4,749
Fishermen.....	61	—	61	105	—	105
Skilled and Semiskilled Workers.....	46,845	10,130	56,975	10,811	2,450	13,261
Textile and Clothing Workers.....	1,801	7,093	8,894	216	694	910
Loggers.....	14,103	—	14,103	174	—	174
Miners.....	1,668	—	1,668	185	—	185
Construction Workers.....	6,134	—	6,134	2,912	—	2,912
Metalworkers.....	7,225	424	7,649	1,827	416	2,243
Other Skilled and Semiskilled Workers.....	15,914	2,613	18,527	5,497	1,340	6,837
Unskilled Workers.....	48,684	11,545	60,229	13,245	4,775	18,020
Total.....	106,880	41,571	148,451	31,070	16,157	47,227

agricultural workers who have been returning to their farms was reflected in the increased demand in these high priority industries. During the four-week period ended April 19, labour requirements rose from 3,006 to 4,557. Eighty-four per cent of this increase was due to the sharp rise in male requirements, particularly in the Quebec and Ontario Regions. Demand for labour in the meat processing industry almost doubled during the four weeks, increasing from 773 at March 22 to 1,440 at April 19. This industry alone accounted for 43 per cent of the total increase in demand in high priority food processing. A similar rise in demand was reported in plants manufacturing bakery products while the need for workers in grain mill, dairy, and canning and preserving industries was maintained at a high level.

Construction

Labour requirements in high priority construction continued to rise sharply as more favourable weather allowed contractors to commence work on new projects. The demand for 4,108 workers at April 19 was more than double the requirements four weeks earlier, with the greatest increase in the Quebec Region where the need for workers rose from 249 to 1,082 during this period. All regions reported an acute shortage of specialized construction workers such as carpenters, bricklayers and plasterers and this has delayed work on some projects.

Transportation

A sharp increase in the demand for workers in high priority transportation at April 19 was recorded during the month. The labour requirements in this essential industry rose from 4,776 at March 22, to 10,466 at April 19. Eighty-one per cent of this increase was due to the sharp rise in the labour requirements for steam railways (from 1,825 to 6,452) where there was an urgent need for track maintenance gangs. The most marked increase was in the Prairie Region where demand rose from 648 at March 22 to 2,873 at April 19.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended April 22, 1945.

Maritime Region

Agriculture—Cold, wet weather following an unusually early Spring has retarded farm operations, easing the heavy demand for workers. Nevertheless, immediate manpower

Trade, Finance and Service

Overall labour requirements in trade, finance and service groups at April 19 were greater by 4,674 or 35 per cent than one month previous when 13,298 persons were needed. Demand for public and professional service workers rose from 4,733 at March 22 to 5,660 at April 19, largely due to a greater need for male workers. On the other hand, it was an increased demand for female workers which brought the total requirements in trade, finance, and service other than public and professional to 7,934 as compared with 4,187 a month earlier. Demand in wholesale and retail trade which last month had showed some indication of slackening, rose sharply in the four-week period under review. There was an increase of 60 per cent in the labour requirements of wholesale trade which stood at 1,705 at April 19, while the demand in retail trade (1,698) was 32 per cent higher than at March 22. The serious labour shortage in hospitals showed no sign of improvement and at April 19 requirements totalled 1,672 (625 males and 1,047 females). A very sharp rise was evident in the demand for hotel and restaurant workers, the April 19 total (4,848) being 57 per cent higher than that of March 22. A rising demand for female workers accounted for most of this increase; in many regions the loss of farm women who are returning to their homes at this season has aggravated an already acute labour situation.

Logging (All Priorities)

After the early spring decline, labour requirements in Canada's logging industry again showed a marked increase as the need for river-drivers became urgent. During the four-week period ended April 19, demand in this industry rose from 11,164 to 15,857. Forty-nine per cent of the demand was concentrated in the Quebec Region, where there was a shortage of 7,734 workers at April 19 as compared with 3,180 at March 22.

requirements exceed the available supply, especially in the vicinity of Kentville, Truro and New Glasgow in Nova Scotia, Moncton and Woodstock in New Brunswick, and Charlottetown and Summerside on Prince Edward Island.

In the Annapolis Valley, where pruning and fertilizing are in full swing, the transfer of men from other industries on a more or less voluntary basis has met with some success, but in the vicinity of Moncton compulsory directions have been issued to fill all existing farm vacancies.

Fishing—Many men are returning from logging camps and war industries to prepare boats and gear. In districts where the season has already opened there is a fair demand for crew, and off-shore fishermen in the small boats off Liverpool are netting \$40 to \$85 for their daily catch.

Logging—Operations are practically finished, except for fuelwood cutting, for which labour is very scarce. While the securing of 3,000 bushmen to take part in the spring drive is taxing the region's resources, and additional manpower could still be utilized advantageously, water conditions are reported to be quite satisfactory; it is expected that all long lumber and pulpwood will reach the booms, ensuring the most successful year on record.

Sawmills—Although there is no prospect of meeting anticipated manpower requirements in full, the employment of agriculture workers between planting and haying operations will facilitate cutting operations greatly.

Coal Mining—Operations in the collieries continue on a fairly satisfactory basis. Several hundred experienced miners could be absorbed throughout the region, thus ensuring the employment of many additional labourers, but such certificated men are absolutely unobtainable.

Manufacturing—Maritime shipyards continue to make the heaviest demand on the labour force. However, the release of workers from the Pictou Shipyards has relieved the shortage of skilled and unskilled workmen in the Halifax yards to some extent; every type of skilled tradesman is included among the men coming in and the opening of a new block of staff houses on the Dartmouth side of the harbour has provided accommodation for approximately 530 men, greatly relieving the overstrained housing situation.

A gradual lay-off of barge-building personnel has begun in the Bridgewater yards, but work on a contract for tugs will keep other employees busy until Fall. Repair work is continuing in the Digby shipbuilding establishment, while farther north at Fredericton, preparations for new barge construction are going forward. Good progress is being made in filling the orders of the Trenton steel plant but the Sydney factory is operating far short of heavy labour requirements increased since the opening of navigation.

Throughout the region, there is a continued call for labour reinforcements for textile plants, as well as for the seasonal peak activities of fish processing and fertilizing factories.

Construction—Although there is as yet no marked upswing, a number of projects are under way. The Halifax office reports orders for about 40 carpenters and 77 labourers to

work on urgent building contracts, and Fredericton is trying to find 30 artisans for construction soon to be started.

Transportation—Heavy railway traffic continues, with 175 orders for C.N.R. workmen placed in the Sackville area alone. The letting of a contract for discharging ballast from ships returned from overseas has absorbed all available labour in the Digby area. Although the longshore situation is well in hand in Maritime harbours, added import cargoes are rendering the handling of freight increasingly difficult.

Quebec Region

Agriculture—Unseasonably cool weather has delayed plans for early seeding, and heavy rains will retard farm work in many sections until mid-May. Not only has there been no evidence of manpower shortage as yet, but the delay in agricultural activities has made it possible in some sections for many farmers to prolong their seasonal work in the bush and in other essential industries.

Logging—The recent heavy rains should prove advantageous to the river drivers, hampered by the unseasonable warmth of early April. To ensure logs being brought out, special efforts are being made to meet labour demands in all parts of Quebec; on the whole, the manpower situation is reasonably satisfactory, most companies being well supplied with drivers. A few hundred additional men are needed in the vicinity of Chicoutimi, where about 1,500 bushworkers are already employed, while in the Campbell's Bay area farm workers are being recruited to fill the need of more than 500 bushmen. The offices at Port Alfred, LaTuque and Roberval are still endeavouring to meet local labour requirements for the drive, while south of the St. Lawrence, about 400 of the 900 drivers required in the Rimouski district may be transferred from pulpwood cutting, on which 2,200 men are still busy.

Mining—The conclusion of the Spring drive will undoubtedly relieve the manpower shortage, greatly aggravated at this season by the withdrawal of farmers. Base metal mines in the Rouyn area are very short of miners, while both in this vicinity and around Val d'Or the gold mines are all calling for qualified men; field prospecting and preliminary development crews are much easier to procure than men for the more exacting underground operations.

Manufacturing—Labour requirements for the province's munitions program present the most complex problem, with some plants recruiting additional workers while others are reducing staff. In Montreal, where the lay-off at the Fairchild Aircraft Company's plant has been completed, mass releases are in progress from

the Verdun and Villeray factories of Defence Industries Limited. Approximately 250 women have been let out of the Quebec arsenals; those affected are being interviewed and offered work in Montreal munitions plants. More workers are urgently required for the D.I.L.'s heavy shell production at Ste. Therese, as well as an additional 1,000 people, principally men, for the company's Cherrier plant; special recruiting drives are under way to meet these pressing demands.

Quebec aluminum plants are making the anticipated heavy demand on the provincial labour force. About 1,000 men have been taken on at Arvida since the beginning of March, and another 1,000 will probably be added during the coming months to take care of the re-opening of three additional pot-rooms, as well as the normal Summer turnover; most of this labour is available locally. An order for another 150 potmen for Shawinigan Falls has been almost filled, but an additional 100 workers are needed for the re-opening of the Beauharnois plant.

Foundries throughout Quebec are continuing short of the proper type of heavy labour, especially in the Montreal area, where it has been found advisable to suspend further recruiting for outside points. There is no noticeable improvement in the labour situation of textile mills and kindred industries, where a critical shortage of both male and female workers, skilled and unskilled alike, still prevails. In the vicinity of Valleyfield alone, cotton, silk and woollen mills could absorb at least another 400 men and women.

Construction—The number of building permits issued throughout the region has exceeded all expectations, with a resultant shortage of construction tradesmen foreseen. Bricklayers, plasterers, electricians, plumbers and several other types of skilled artisans are not procurable, and general labour is also at a premium. The current boom in private and public building is serving to absorb many unemployed in some areas.

Transportation—While track maintenance work is not yet fully under way in the province, heavy orders for the railways are for the most part being filled locally, and in some cases by men who have been drawing unemployment insurance benefits. The manpower requirements of river and coastwise vessels, now in operation, are being filled gradually.

Ontario Region

Agriculture—The unfavourable weather prevailing in other parts of the Dominion has also affected Ontario farm work adversely, with the result that manpower requirements, while only postponed, have been materially reduced for the time being. The worst labour

shortage of the war years prevails through the Ottawa Valley, where experienced dairy workers in particular are greatly needed. In the St. Catharines area, too, the situation is reported to be more serious than in any previous season, but while farm helpers are in demand in other sections, the dearth of suitable applicants is not immediately disturbing.

Logging—Operations in most sections have reached the final stage of river driving, with many bushmen in demand for this work, now in full swing. However, in some parts of the province preparations for Spring and Summer cutting are being made. Many pulpcutters and drivers are still needed in the Timmins area, as well as a large number of cutters for operations on timber limits west of Hearst. In general, the available supply of bushworkers promises to be adequate for the reduced operations of the coming season.

Sawmills—Ontario mills, reopening to handle the Summer cut, are in great need of manpower. The North Bay office reports a steadily increasing demand, Timmins and Walkerton still required many additional workers, and in the Sudbury area approximately 1,000 men will be needed when the logs come down from the bush.

Mining—The loss of farmers and farm workers is handicapping the already undermanned mines. The Sudbury office alone reports that base metal workings in the vicinity are now short 1,300 men, a number which will be materially increased at the end of the current month. Mines in the Timmins area, too, are still forced to run on reduced tonnage schedules.

Manufacturing—Steadily mounting requirements, with the emphasis on heavy labour, are harassing employers and local offices alike. With physically fit men unobtainable to fill upwards of 1,000 vacancies created by departing farm workers, the manpower shortage in some sections is considered greater than at any time since the beginning of the war. The Kingston office reports a shortage of 600 factory workers over the past fortnight, Niagara Falls sets its requirements at 500, London's unfilled vacancies are still over the 1,300 mark, and other industrial centres (notably Toronto, Hamilton and Brantford) are correspondingly short of essential workers.

Counterbalancing these critical labour shortages to some extent, have been lay-offs occurring in various parts of the province. Of approximately 450 men and 160 women released from the Canadian Bridge and Engineering works at Ojibway, practically all the men were quickly absorbed in other industries in the Windsor area; as it is more difficult to place the women locally, every

effort is being made to persuade them to accept employment elsewhere. In New Toronto, where 300 male factory labourers are still required by one large war plant, a strike of the Goodyear Tire and Rubber Company's employees has left 1,700 men and 800 girls without work since the middle of April.

Emergency rating has been granted for the orders at shell-manufacturing plants in Hamilton, and one rubber plant in the Kitchener area is bringing in 200 men from Newfoundland to relieve the existing shortage of labour for war production. The D.I.L. plant at Nobel is calling for an additional 200 male workers, and about 160 women have been brought in from outside points to meet the demands of a Wallaceburg shell factory.

Thousands of vacancies, especially for women, exist throughout Ontario textile plants, with only a negligible number of applicants to offset the shortage; the close of the academic year at high schools and universities is expected to bring some relief.

Construction—As the season advances, heavy building programs are expanding throughout the region (for business and private home construction alike). The consequently increasing demands for bricklayers, plasterers and painters, as well as for heavy labour, cannot be adequately met. Toronto alone reports not only a serious shortage of building labour for essential jobs, but orders in excess of 500 for workers on non-essential projects as well.

Transportation—The railways, too, are making more extensive demands on the labour force, especially for track maintenance gangs and freight handlers. The Great Lakes shipping companies are in better manpower position; local offices report that practically all sailors have rejoined their ships.

Prairie Region

Agriculture—Although the prevailing adverse weather conditions have hampered operations in most sections, farmers temporarily employed in other essential industries are returning home for the seeding; the demand for agricultural labour is steadily increasing, the most insistent call being for tractor operators. In the vicinity of Regina, Moose Jaw, Lethbridge and Edmonton, employers' orders far exceed applicants, and a brisk demand is also reported by local offices at Winnipeg, Brandon, Portage la Prairie and Saskatoon.

Logging—The general downward trend in the demand for bushworkers continues. With cutting and hauling operations practically all closed down, intensive preparations are under way for the river drives, which are presently delayed by persistently inclement weather. No serious shortage of manpower is foreseen.

Coal Mining—The loss of off-season workers has resulted in serious labour shortage in some areas, with consequent loss of tonnage. However, in other districts a number of collieries are operating on short time; in the vicinity of Estevan a considerable number of men have been released to prairie farms, railways and packing plants, or to the British Columbia mines. Although half of the Drumheller mines will remain on a four-day week until the end of April, the call for experienced miners is still fairly high, with men for haulage needed immediately. Similar working schedules and similar labour shortages exist in the Blairmore area, where the manpower situation is being relieved by the transfer of labour from mines running part-time to others on full production.

Base Metal Mining—Bad weather, extending the in-between flying season, has prevented contact with the mines in the northern Kenora section. However, in all other parts of the region there is a persistent demand for every type of mining labour, and the Port Arthur office reports that 200 physically fit men could readily be absorbed as underground workers in the producing gold mines of the district.

Manufacturing—Outstanding development during the past month was the mass lay-off of approximately 560 aircraft workers from the Fort William plant of Canadian Car and Foundry Limited. About 75 per cent of the men affected were from outside points, and have returned home, while the majority of the married women have registered for factory work, although advised that there is little such employment locally. Unemployment insurance claims have been numerous.

The exodus of agricultural workers has greatly aggravated the already existing shortage of heavy labour, with no replacements in sight to fill essential jobs in the region's packing plants, flour mills and similar industries. The needle trades are also suffering from lack of staff; skilled men and women are at a premium, with very little interest in apprenticeship displayed.

Construction—The upward trend continues, with increasing demands for skilled and unskilled building tradesmen straining the reserve of qualified applicants in many localities. While a considerable number of construction tradesmen are engaged on low-priority building at present, their direction to "A" priority projects will hardly meet the needs of that category. The heaviest call at this time is for expert carpenters.

Transportation—Practically all divisional and key points on the railways are calling for track maintenance labour, and difficulty is foreseen in filling more than one-third of an anti-

anticipated demand for 3,000 gang workers. However, as seeding advances in some areas it is hoped that farmers free until harvest time may be recruited.

Pacific Region

Agriculture.—In British Columbia, as elsewhere, farm work has been delayed by late Spring. While dairy farmers are still suffering from the lack of experienced assistants, calls for orchard workers have been reduced to a minimum, with the gradual release of agricultural workers from off-seasonal employment satisfying immediate needs for general farm labour.

Logging.—Although deep snow has delayed the re-opening of many camps in the interior, on Vancouver Island the annual shutdown is being prolonged by lack of labour rather than adverse conditions. The loss of farm workers has accentuated the shortage of manpower, and in an effort to ease the critical situation developing annually at this season, orders for 300 able-bodied bushworkers for British Columbia logging camps have been placed in clearance in the Quebec region.

Sawmills.—Although the log inventory in the coast area is satisfactorily high, the worst towing conditions in many years have necessitated the temporary shutdown of mills in the Vancouver and New Westminster areas; it is hoped, however, that all operations will be back in full production by May 1, when a great lack of sawmill workers is anticipated.

Coal Mining.—Faced with a continuing shortage of every type of underground labour, all employers are quite willing to accept inexperienced applicants for training as replacements for numerous older men retiring on medical grounds. Release of miners from the Armed Forces is being sought, in order to check the serious decrease in production during recent months.

Base Metal Mining.—The four major operations of the province have met with no success in supplementing their undermanned crews of muckers, miners and timbermen; small operators are proportionately handicapped. More than 1,000 hard rock miners, physically fit underground labourers, or men suitable for training could be absorbed throughout the region. The gold mines, even more severely handicapped owing to low labour priority, are producing only a fraction of the ore available if manpower were procurable.

Manufacturing.—The exodus of agricultural workers has resulted in a sharp upward turn in unfilled male vacancies. The shortage of heavy labour, for foundries and similar establishments, together with that of skilled artisans for the shipyards of Vancouver, Victoria and Prince Rupert, becomes steadily greater, with little or no response to clearance orders. The Vancouver office records high requirements for skilled aircraft workers, similarly unobtainable. Some relief for undermanned industries will be forthcoming with the impending release of students.

Construction.—Manpower demands mount steadily, with increased activity in the military hospital program under way in the Vancouver area, and minor shortages of cement finishers and labourers for the Naval Supply Depot in North Vancouver. Skilled woodworkers and machine men in cabinet-making and the higher carpenter skills are also in request.

Transportation.—The call for extra maintenance labour for the railways has also accelerated; while Japanese labour is being utilized as far as possible, it has been found necessary to place orders in clearance for the greater number of workers required. Referrals to the Deep Sea Manning Pool are continually heavy with 328 applicants referred and accepted for deep sea duty during the past fortnight.

Applications for Employment; Vacancies and Placements; March, 1945

REPORTS of the Employment and Selective offices for the four weeks March 2 to March 29, 1945, showed slight decreases in the average daily placements both when compared with the previous four weeks February 2 to March 1, 1945, and with the period March 3 to March 30, 1944. Advances in placements over the preceding four weeks in trade, construction, services and agriculture were offset by declines in manufacturing, forestry and logging and public utilities while mining, finance and insurance, and fishing,

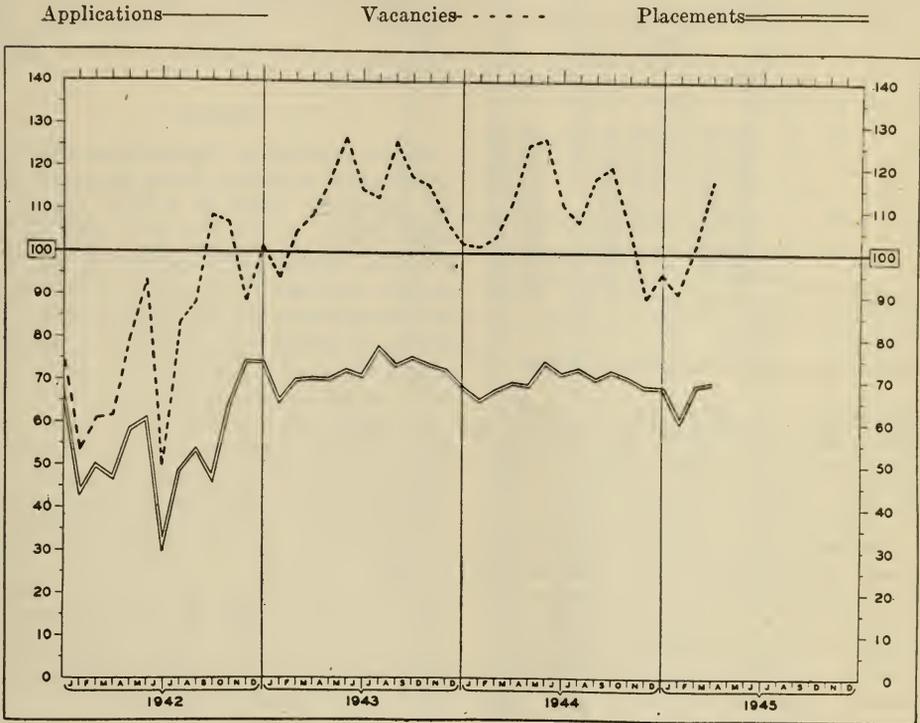
hunting and trapping remained about the same. When compared with the four weeks ending March 30, 1944, moderate increases were noted in trade, construction, services and finance and insurance but losses were registered in manufacturing, logging, public utilities, mining and agriculture, the change in manufacturing being most pronounced.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applica-

tions for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed upward courses. The ratio of vacancies to each 100 applications being 116.4 during the four-week period ending March 29, 1945, in contrast with 102.0 during the previous four weeks and 111.8 during the four weeks ending March 30, 1944.

tions for employment received daily by the offices during the period under review was 7,054 in comparison with 7,265 during the previous period and with 7,186 during the four weeks March 3 to March 30, 1944. The average number of placements made daily by the offices during the four weeks ending March 29, 1945, was 4,860 of which 4,720 were in regular employment and 140 in work of one week's duration or less as compared with a

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The ratio of placements to each 100 applications during the period under review was 69.0 compared with 68.4 for the preceding four weeks and 69.3 during the four weeks March 3 to March 30, a year ago.

The average number of vacancies reported daily by employers to the Employment and Selective Service offices throughout Canada during the four-week period March 2 to March 29, 1945, was 8,218 as compared with 7,415 during the preceding four weeks and with 8,036 during the four-week period ending March 30, last year. The average number of applica-

total daily average of 4,974 during the preceding four weeks. Placements during the four weeks ending March 30, 1944, averaged 4,980 daily consisting of 4,830 in regular and 150 in casual employment.

During the period March 2 to March 29, 1945, the offices referred 163,899 persons to vacancies and effected a total of 116,653 placements. Of these, the placements in regular employment were 113,285 of which 70,921 were of males and 42,364 of females, while placements in casual work totalled 3,368. The number of vacancies reported by employers

was 128,166 for males and 69,055 for females, a total of 197,221, while applications for work numbered 169,305, of which 110,272 were from males and 59,033 from females. Reports for the four weeks February 2 to March 1, 1945, showed 177,950 positions available; 174,369 applications made and 119,386 placements effected, while from March 3 to March 30, last year, there were recorded 192,875 vacancies, 172,461 applications for work and 119,518 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year from January 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944	1,693,119	46,798	1,739,917
1945 (13 weeks)	377,028	10,501	387,529

Nova Scotia and Prince Edward Island

Opportunities for employment as reported by Employment and Selective Service offices in Nova Scotia and Prince Edward Island during the four week period March 2 to March 29, 1945, showed a daily average of 252 in comparison with 255 in the preceding four weeks and 282 during the period ending March 30, 1944. The average number of placements effected daily was 176 during the period under review, compared with 198 in the previous four weeks and 204 during the four weeks ending March 30 a year ago. When comparing placements by industrial groups with the period terminating March 30 last year, the most significant changes were moderate losses in manufacturing and public utilities operation and a gain in services. Placements by industries included: manufacturing 1,416; services 1,062; trade 718; public utilities operation 501, and construction 306. There were 2,521 men and 1,616 women placed in regular employment.

New Brunswick

Positions offered through Employment offices in New Brunswick during the period

under review, averaged 202 daily compared with 215 in the previous four weeks and 229 during the period ending March 30 last year. There was a daily average of 146 placements compared with 153 in the four weeks terminating March 1, and 152 during the period ending March 30 a year ago. Placements by industrial groups showed small variations from the four weeks March 3 to March 30, 1944, the most important changes being a loss in forestry and logging, and a gain in public utilities operation. Placements by industrial divisions included: manufacturing 959; public utilities operation 741; services 668; trade 627; construction 257, and logging 159. There were 2,333 men and 1,137 women placed in regular employment.

Quebec

Orders received at Employment Offices in the province of Quebec during the period ending March 29, called for a daily average of 2,405 workers in contrast with 2,376 in the preceding period and 2,322 during the same period a year ago. Placements decreased under both comparisons, the daily average being 1,406 during the period under review, in comparison with 1,433 in the previous four weeks, and 1,487 during the corresponding period a year ago. Fairly large declines in manufacturing, public utilities operation, forestry and logging, together with moderate losses in services and agriculture, were responsible for the reductions in placements. Of the changes in all other groups, the largest was a moderate increase in trade. Industries in which employment was found for more than 500 workers included: manufacturing 15,978; logging 4,996; services 4,721; trade 3,179; construction 2,420; public utilities operation 1,344, and mining 614. There were 22,203 men and 11,330 women placed in regular employment.

Ontario

There was an increase in the average number of positions available daily at Employment Offices in the province of Ontario during the period ending March 29, when compared with both the previous four weeks and with the corresponding period of 1944; there being 3,556 vacancies notified during the four weeks under review, in comparison with 3,024 in the preceding four weeks and 3,366 during the period ending March 30, 1944. The average number

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
 MARCH 2 TO MARCH 29, 1945

Office	Vacancies		Applicants				Unplaced end of period
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		
					Regular	Casual	
Prince Edward Island	439	210	464	396	292		320
Charlottetown.....	303	184	295	264	178		291
Summerside.....	136	26	169	132	114		29
Nova Scotia	5,607	5,630	5,411	5,522	3,845	75	2,579
Amherst.....	97	52	180	166	111		153
Bridgewater.....	82	77	91	43	42		23
Dartmouth.....	225	204	129	145	116		25
Digby.....	79	82	81	68	54		49
Glace Bay.....	85	278	241	120	102		284
Halifax.....	2,697	3,124	2,145	2,702	1,770		520
Inverness.....	24	2	38	40	23		17
Kentville.....	281	319	115	68		2	131
Liverpool.....	116	134	128	132	93		36
New Glasgow.....	604	461	542	579	435	21	86
New Waterford.....	45	265	119	67	50		21
Pictou.....	84	27	173	135	69	7	97
Springhill.....	46	28	49	39	36		35
Sydney.....	602	135	691	592	438	41	511
Sydney Mines.....	92	14	223	117	105		174
Truro.....	298	252	314	310	211	4	96
Yarmouth-Shelburne.....	150	176	169	152	122		81
New Brunswick	4,859	4,160	4,882	4,715	3,470	33	2,462
Bathurst.....	35	191	227	86	40		223
Campbellton.....	229	311	392	280	239	19	222
Edmundston.....	173	90	229	203	189		96
Fredericton.....	366	254	310	343	229		96
Minto.....	160	74	189	165	164		35
Moncton.....	1,639	1,549	1,353	1,497	962	11	1,141
Newcastle.....	91	54	101	62	52		44
Saint John.....	1,809	1,182	1,764	1,816	1,365	1	494
St. Stephen.....	159	306	122	101	92		40
Sussex.....	108	57	103	94	80		34
Woodstock.....	90	92	92	68	58	2	37
Quebec	57,718	44,361	56,536	47,321	33,533	212	34,176
Acton Vale.....	29	49	41	37	34		74
Asbestos.....	174	129	83	77	76		62
Baie St. Paul.....	42	162	74	34	31		81
Beauharnois.....	123	68	153	119	105		60
Buckingham.....	206	108	210	179	132		168
Campbell's Bay.....	60	65	69	26	8		27
Causapscal.....	413	288	622	600	605		76
Chandler.....	1,155	1,287	3,24	238	230		198
Chicoutimi.....	2,041	506	1,700	1,484	1,705		1,266
Coaticook.....	272	103	203	230	215		24
Cowansville.....	110	72	75	72	69		17
Dolbeau.....	81	30	407	162	150		290
Drummondville.....	488	222	437	507	327		683
East Angus.....	96	6	186	94	87		48
Farnham.....	132	99	129	102	102		34
Granby.....	391	342	534	345	277		157
Hull.....	487	535	893	389	283		525
Joliette.....	506	227	579	516	330		140
Jonquiere.....	147	35	591	110	127		1,007
Lachine.....	695	524	547	504	402		174
Lachute.....	195	89	703	211	133		182
La Malbaie.....	191	164	135	79	85		209
La Tuque.....	329	350	445	406	401		202
Levis.....	832	361	1,033	656	582		687
Longueuil.....	390	313	287	165	116		173
Louiseville.....	202	72	303	271	205		101
Magog.....	108	35	142	156	84		152
Matane.....	860	669	564	455	487		231
Megantic.....	293	154	316	261	243		106
Mont Laurier.....	216	187	175	143	140		83
Montmagny.....	122	15	261	120	118		258
Montmorency.....	92	15	658	100	68		366
Montreal.....	29,285	27,184	22,824	23,015	13,692	147	11,935
Plessisville.....	53	56	58	37	35		51
Pointe aux Trembles.....	425	244	458	396	322		70
Port Alfred.....	195	85	354	237	174		382
Quebec.....	3,046	1,401	4,422	3,066	2,297	32	5,664
Richmond.....	50	114	110	51	36		36
Rimouski.....	714	664	615	424	363		327
Riviere du Loup.....	149	119	184	62	65		501
Roberval.....	168	56	149	108	112		68
Rouyn.....	848	414	1,094	1,119	778		478

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MARCH 2 TO MARCH 29, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
Ste. Agathe.....	299	166	203	191	173		47
Ste. Anne de Bellevue.....	112	42	107	128	95		55
Ste. Therese.....	614	346	558	484	442		102
St. Hyacinthe.....	389	512	398	323	230	4	242
St. Jean.....	745	305	862	758	488		189
St. Jerome.....	470	251	401	416	326		119
St. Joseph d'Alma.....	218	20	792	215	201	4	283
St. Paul l'Ermite.....	373	84	251	243	243		27
Shawinigan Falls.....	588	119	871	817	457		1,419
Sherbrooke.....	1,065	438	1,048	953	682	25	381
Sorel.....	993	568	1,491	814	767		238
Thetford Mines.....	474	118	588	448	393		422
Three Rivers.....	825	303	1,325	790	640		1,524
Val d'Or.....	761	492	886	692	612		139
Valleyfield.....	721	376	559	520	423		239
Verdun.....	2,384	2,453	2,793	1,912	1,364		1,121
Victoriaville.....	271	150	226	254	166		256
Ontario	85,336	63,947	61,823	66,531	46,667	937	17,200
Arnprior.....	483	436	109	90	54	6	31
Barrie.....	261	186	261	234	170		106
Belleville.....	592	377	547	762	467		212
Bracebridge.....	230	307	173	113	107		37
Brampton.....	301	365	147	151	124		24
Brantford.....	1,274	1,311	831	826	696	3	148
Brockville.....	245	82	258	280	183		46
Carleton Place.....	53	84	59	56	44		17
Chatham.....	584	443	511	666	416	15	164
Coburg.....	112	47	138	108	92		9
Collingwood.....	146	114	202	131	111		23
Cornwall.....	857	246	1,185	808	609	8	431
Dunnville.....	54	43	82	50	38		23
Fergus.....	112	128	56	59	48		7
Fort Erie.....	251	254	165	124	101		41
Fort Frances.....	168	79	207	134	144	1	58
Fort William.....	1,531	1,452	775	777	593		362
Galt.....	663	886	475	491	382		86
Gananoque.....	74	46	69	57	54		34
Goderich.....	231	171	220	206	132		61
Guelph.....	703	585	463	499	391		64
Hamilton.....	6,791	6,115	4,892	5,440	3,753	85	916
Hawkesbury.....	106	50	213	132	79	1	182
Ingersoll.....	64	168	95	104	70		23
Kapuskasing.....	487	423	496	496	483		19
Kenora.....	741	868	80	62	69		53
Kingston.....	836	568	656	917	521		320
Kirkland Lake.....	502	339	1,011	604	444	24	223
Kitchener-Waterloo.....	1,788	1,640	839	921	815	9	82
Leamington.....	203	160	126	165	141		48
Lindsay.....	154	75	128	117	111		28
Listowel.....	139	112	83	77	56		13
London.....	2,404	1,638	2,128	2,711	1,431	184	557
Midland.....	824	537	632	566	418		216
Napanee.....	140	121	80	77	66		24
Newmarket.....	130	80	147	118	97		17
New Toronto.....	1,610	1,500	909	760	619		171
Niagara Falls.....	698	499	546	688	560	4	186
North Bay.....	557	383	577	532	297	53	135
Orangeville.....	91	70	65	60	51		6
Orillia.....	325	375	248	268	169		181
Oshawa.....	1,314	1,328	1,071	802	621	5	401
Ottawa.....	4,694	1,715	3,925	4,446	2,981	25	718
Owen Sound.....	481	310	523	405	275	6	114
Paris.....	72	153	39	35	28		12
Parry Sound.....	142	192	263	205	248		56
Pembroke.....	827	388	912	935	860		126
Perth.....	132	83	165	142	111	15	46
Peterborough.....	743	493	627	783	519		165
Picton.....	125	75	112	88	71	10	42
Port Arthur.....	1,531	2,260	954	956	819		420
Port Colborne.....	650	361	480	388	349		116
Port Hope.....	109	92	104	108	79		21
Prescott.....	99	103	128	96	91		16
Renfrew.....	146	69	138	181	116		58
St. Catharines.....	1,581	1,078	1,135	1,310	1,050		267
St. Thomas.....	690	522	469	617	333	33	172
Sarnia.....	777	574	811	682	522	4	172
Sault Ste Marie.....	1,456	1,212	606	507	495	1	250

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MARCH 2 TO MARCH 29, 1945—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Simcoe.....	405	286	272	251	240		35
Smith's Falls.....	115	74	158	170	135		37
Stratford.....	405	282	302	344	221	15	71
Sturgeon Falls.....	98	110	81	75	63		16
Sudbury.....	2,640	1,570	1,239	1,106	944	27	494
Tillsonburg.....	143	55	115	107	97		6
Timmins.....	1,001	940	1,591	1,398	1,137	12	645
Toronto.....	28,087	18,344	18,069	21,598	13,878	230	5,179
Toronto Junction.....	3,418	2,453	2,020	2,314	1,574	18	460
Trenton.....	348	255	232	272	241		37
Walkerton.....	179	146	153	95	80		60
Wallaceburg.....	232	348	135	152	132		24
Welland.....	844	2,199	559	527	443		95
Weston.....	981	932	431	432	444		107
Windsor.....	2,960	1,066	2,862	3,281	2,014	143	1,301
Woodstock.....	316	516	258	256	250		47
Manitoba							
Brandon.....	9,297	4,616	8,468	9,411	4,804	1,011	5,477
Dauphin.....	501	354	361	351	259		284
Dauphin.....	155	128	392	152	111		147
Flin Flon.....	235	188	85	69	60	8	22
Portage la Prairie.....	128	131	141	76	55		168
Selkirk.....	98	55	87	67	53		55
The Pas.....	50	102	95	54	37		51
Winnipeg.....	8,130	3,628	7,307	8,642	4,229	1,008	4,750
Saskatchewan							
Estevan.....	4,935	3,585	4,929	4,517	2,483	335	2,786
Estevan.....	122	82	95	67	53		52
Moose Jaw.....	658	395	464	605	371	16	294
North Battleford.....	177	124	225	101	101		112
Prince Albert.....	408	378	579	353	271		579
Regina.....	1,769	1,292	1,691	2,133	944	222	779
Saskatoon.....	1,275	915	1,375	956	521	93	704
Swift Current.....	146	100	106	102	92	1	55
Weyburn.....	216	178	78	75	60		33
Yorkton.....	164	121	316	125	70	3	178
Alberta							
Black Diamond.....	8,077	4,035	7,265	7,451	4,738	439	4,317
Black Diamond.....	113	17	142	144	113		38
Blairmore.....	159	190	62	48	51		46
Calgary.....	2,741	1,253	2,822	2,712	1,645	217	1,682
Drumheller.....	430	352	156	151	87		69
Edmonton.....	3,342	1,318	3,373	3,520	2,192	209	2,009
Edson.....	195	157	62	62	81		16
Lethbridge.....	526	323	346	451	285	11	338
Medicine Hat.....	335	221	194	270	196	2	78
Red Deer.....	236	204	108	93	88		71
British Columbia							
Chilliwack.....	20,953	12,867	19,497	18,035	13,453	326	10,864
Chilliwack.....	238	94	222	207	191		119
Courtenay.....	359	350	110	78	151		82
Cranbrook.....	248	429	148	145	140		39
Dawson Creek.....	107	67	99	88	80		45
Duncan.....	426	332	280	290	382		44
Fernie.....	191	177	36	31	23		20
Kamloops.....	387	175	215	160	173		62
Kelowna.....	211	101	230	176	138		224
Nanaimo.....	271	100	271	292	251	2	162
Nelson.....	258	327	351	266	186		315
New Westminster.....	1,157	535	1,033	1,054	823	18	917
North Vancouver.....	278	196	237	221	202		191
Penticton.....	223	102	266	176	151		269
Port Alberni.....	484	268	236	250	369	2	81
Prince George.....	523	160	457	435	455	9	90
Prince Rupert.....	431	296	401	338	285		118
Princeton.....	157	113	69	60	77	3	21
Trail.....	130	456	203	137	118		221
Vancouver.....	12,280	6,826	12,631	11,714	7,660	253	6,747
Vernon.....	265	131	449	234	233	1	306
Victoria.....	1,799	1,142	1,419	1,553	1,237	38	723
Whitehorse.....	530	460	134	130	128		68
Canada							
Males.....	197,221	143,411	169,305	163,999	113,255	3,368	80,211
Females.....	128,166	98,562	110,272	100,423	70,921	1,108	53,220
	69,055	44,849	59,033	63,476	42,364	2,260	26,991

of placements registered daily was 1,984 during the four weeks under review, in contrast with 2,075 in the previous period and 1,912 during the corresponding four weeks last year. Substantial increases in construction and services together with gains of more moderate proportions in trade and finance and insurance, accounted for the increase in placements over the period terminating March 30, 1944. These improvements were offset in part by a substantial decline in manufacturing, and moderate losses in mining and agriculture. Industrial divisions in which the majority of placements were effected were: manufacturing 20,782; services, 9,649; trade 6,080; public utilities operation 4,156; construction 3,269; logging 1,759; finance and insurance 1,001, and mining 638. Placements in regular employment numbered 28,032 of men and 18,635 of women.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the four weeks terminating March 29, was 387 in comparison with 294 in the previous period and 397 during the corresponding period a year ago. Placements showed an increase when compared with the preceding period, but a decrease in contrast with the four weeks ending March 30, 1944. The daily average was 242 during the period under review, 210 in the four weeks ending March 1, and 255 during the four weeks March 3 to March 30, 1944. Placements by industrial groups showed small variations from the four weeks March 3 to March 30, 1944, the most important changes being a moderate loss in manufacturing and public utilities operation, and gains in services and construction. Placements by industrial groups included: trade 1,770; services 1,728; manufacturing 1,271; public utilities operation 441, and construction 307. Placements in regular employment numbered 2,278 of men and 2,526 of women.

Saskatchewan

Employment opportunities as indicated by orders received at Offices in Saskatchewan during the period under review showed a daily average of 206 compared with 159 in the preceding period and 197 during the four weeks ending March 30 last year. The average number of placements effected daily was 117 during the period ending March 29 in contrast with 112 in the previous four weeks and 127 during the period ending March 30, 1944. When comparing placements by industrial divisions with

the corresponding period of last year, the only change of importance was a moderate decrease in manufacturing. Placements by industrial groups included: services 1,077; trade 778; manufacturing 420; public utilities operation 226; agriculture 127, and construction 114. There were 1,350 men and 1,133 women placed in regular employment.

Alberta

During the four weeks ending March 29, 1945, the daily average of positions offered through Employment Offices in Alberta was 337, compared with 280 in the previous period and 408 in the corresponding period a year ago. The average number of placements registered daily was 216 during the period under review, compared with 202 in the preceding period and 242 during the four weeks ending March 30 a year ago. Reduced placements in construction and manufacturing accounted for the decrease in placements from the four weeks terminating March 30 last year. A moderate increase in mining and slight gains in trade, public utilities operation and agriculture were the only advances registered. Placements by industrial groups included: services 1,674; trade 1,050; manufacturing 739; public utilities operation 608; construction 364; mining 315, and agriculture 217. Regular placements numbered 2,783 of men and 1,955 of women.

British Columbia

There was an increase in the average number of positions available daily at Employment Offices in the province of British Columbia during the four weeks ending March 29, there being 873 in comparison with 810 in the preceding period and 836 during the four weeks terminating March 30 a year ago. Placements decreased under both comparisons, the daily average being 574 during the period under review, in contrast with 590 in the previous four weeks and 600 during the period ending March 30, 1944. Moderate declines in construction, mining, services, trade, manufacturing and logging were responsible for the decline in placements from the four weeks ending March 30 a year ago. Improvement of a moderate proportion was noted in public utilities operation, while changes in all other groups were small. Placements by industrial divisions included: manufacturing 3,867; services 3,208; logging 2,060; trade 1,566; public utilities operation 1,449, and construction 1,138. Placements in regular employment numbered 9,421 of men and 4,032 of women.

*Quarterly Report of Employment and Selective Service Offices,
December 29, 1944, to March 29, 1945*

BUSINESS transacted by the Employment and Selective Service Offices of Canada during the first quarter in 1945, showed a small decrease when compared with the first quarter of 1944. Gains in vacancies in construction, services, finance and insurance, public utilities and fishing, hunting and trapping were offset by losses in manufacturing, forestry and logging, agriculture and mining. The reductions in placements registered in manufacturing, mining, public utilities, construction and agriculture exceeded advances in trade, services, forestry and logging, finance and insurance and fishing, hunting and trapping. All provinces except New Brunswick reported fewer vacancies notified and only the Provinces of Ontario and New Brunswick made more placements.

The accompanying table gives the vacancies, and placements of the Employment and Selective Service Offices by industrial groups in the various provinces during the period December 29, 1944, to March 29, 1945.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the Employment and Selective Service Offices for the four-week period March 2 to March 29, it will be noted that the curves of vacancies and placements in relation to applications showed downward trends during January but upward courses in February and March.

During the period December 29, 1944, to March 29, 1945, there were ratios of 101.2 vacancies and 65.3 placements for each 100 applications for employment as compared with 105.2 vacancies and 67.1 placements during the first quarter of 1944.

The average number of positions offered daily during the first quarter in 1944, was 7,793, of applications registered 7,700, and of placements effected 5,033, in contrast with a daily average of 8,125 vacancies, 7,724 applications and 5,186 placements in regular and casual employment during the first quarter of 1944.

During the period under review the offices reported that they had referred 532,405 persons to positions and effected a total of 387,529 placements, of which 377,028 were in regular employment and 10,501 in casual work. Of the placements in regular employment 241,965 were of males and 135,063 of females, while casual work was found for 3,835 males and 6,666 females.

During the first quarter of 1944, there were 399,362 placements, of which 386,501 were in regular employment and 12,861 in casual work. Applications for employment during the thirteen weeks ending March 29, 1945, were received from 385,965 males and 206,922 females, a total of 592,887, in contrast with a registration of 594,805 during the first quarter of 1944. Employers notified the offices of 600,133 vacancies of which 388,503 were for males and 211,630 for females, as compared with 625,670 opportunities for work during the first thirteen weeks of 1944.

Elsewhere in this issue will be found a report in detail of transactions of the Employment and Selective Service Offices for the four-week period March 2 to March 29, 1945.

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	32	6		136	45		128	51		169	62	
Fishing, Hunting and Trapping	11	11		3	4		3	4		6	5	
Forestry and Logging	4	46		533	408		3,729	1,330	1	25,292	22,012	
Mining				536	326		247	223		2,593	1,843	
Metallic Ores and Prospecting.....										1,854	1,318	
Coal.....				522	324		167	215		11		
Oil, Gas Wells, Quarrying.....				14	2		80	8		728	525	
Manufacturing	304	266	1	5,834	5,057	11	4,390	3,085	2	87,223	47,443	18
Food and Kindred Products.....	193	178	1	947	717	7	835	688		8,544	4,408	
Textiles, apparel, etc.....	9	6		574	548		419	308		24,528	12,236	7
Lumber and Finished Lumber Products.....	49	38		269	219	1	973	544		5,661	3,189	3
Pulp, Paper Products and Printing.....	8	7		230	151		265	201		4,749	2,720	
Chemical and Allied Products.....	17	17		81	45		369	348		5,722	3,168	
Products of Petroleum and Coal.....				17	6		16	9		678	282	
Rubber Products.....				1	1			1		1,184	798	1
Leather and its Products.....				13	10	2	55	35	2	4,056	2,039	
Stone, Clay and Glass Products.....				13	8		99	61		1,513	902	
Iron and Steel and their Products.....	4	4		925	746		290	194		12,967	7,447	3
Non-Ferrous Metal Products.....				8	5		11	7		2,891	1,991	
Machinery.....				56	35	1	24	14		2,403	1,388	4
Transportation Equipment.....	24	16		2,692	2,558		907	589		9,777	5,673	
Miscellaneous.....				8	8		127	86		2,550	1,202	
Construction	89	80	1	1,178	826	3	1,181	926		9,884	6,339	9
Public Utilities Operation	210	174	6	2,873	1,894	5	3,273	2,423	23	10,481	6,049	106
Heat, Light and Power.....	4	3		28	26		42	30		371	208	
Transportation and Storage.....	182	155	6	2,706	1,771	3	3,066	2,290	23	8,954	5,326	106
Communications.....	24	16		139	97	2	165	103		1,156	515	
Trade	216	180	1	2,865	2,010	65	2,016	1,582	1	15,821	8,254	26
Finance and Insurance	24	18		204	142		134	89		2,415	1,426	3
Services	353	244	1	4,233	2,785	184	2,855	2,090	79	27,611	14,487	450
Professional and Public.....	70	58		1,000	705	18	782	604	5	7,739	4,947	25
Recreational.....	5	5		114	82	1	111	66		946	468	2
Business.....	1	1		37	25	1	32	24		836	320	
Domestic.....	60	15	1	325	43	156	268	72	47	2,316	419	360
Personal other than Domestic.....	40	28		283	201	3	252	202		3,783	1,584	1
Hotels and Restaurants.....	140	105		2,046	1,489	3	1,074	829	5	8,706	5,206	11
All Others.....	37	32		427	240	2	336	293	22	3,285	1,543	51
Totals	1,243	1,025	10	18,395	13,497	268	17,956	11,803	106	181,495	107,920	612
Males	749	650	10	11,994	8,823	95	13,705	8,553	26	120,769	73,724	170
Females	494	375		6,401	4,674	173	4,251	3,250	80	60,726	34,196	442

SERVICE OFFICES, DECEMBER 29, 1944 TO MARCH 29, 1945

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
2,049	640	3	574	247	11	925	291	4	1,020	485	3	359	173	1	5,392	2,000	22
15	4		52	42			4		2	1		54	26		146	101	
13,146	9,629	5	556	371	1	280	200	2	1,927	1,203	3	9,794	7,056	10	55,261	42,255	22
4,417	2,387	17	362	159		48	57		2,128	986	2	2,154	690		12,485	6,671	19
3,753	2,045	7	312	119					76	39		1,511	441		7,506	3,962	7
1						29	42		1,344	463		443	122		2,517	1,166	
663	342	10	50	40		19	15		708	484	2	200	127		2,462	1,543	12
117,457	74,697	216	7,453	4,487	399	1,869	1,381	44	3,870	2,808	98	19,663	12,853	159	248,063	152,077	948
13,853	9,712	62	1,390	953	58	802	548	22	1,383	1,021	70	2,014	1,435	50	29,961	19,660	270
15,283	8,501	21	2,535	1,338	77	31	19	2	360	255	1	360	210	5	44,099	23,421	113
6,109	3,575	41	903	399	112	348	252	6	937	656	11	5,192	3,637	29	20,441	12,509	203
8,970	5,507	9	567	337	42	110	69	2	186	130	3	1,687	998		16,772	10,120	56
6,232	4,492	15	461	404	27	98	78		59	40	2	340	250	16	13,379	8,842	60
748	470		101	54		32	21		71	55	10	239	165	2	1,902	1,062	12
4,697	2,957	6	10	5	1				4	2		80	52		5,976	3,816	8
2,468	1,473	3	232	141	2	10	6		2	1		102	58		6,938	3,763	9
2,524	1,379	3	105	62	2	40	20	6	307	222	1	245	128	11	4,846	2,752	23
21,929	14,603	13	463	367	24	253	289	4	199	132		894	625	12	37,924	24,407	56
5,917	3,189	28	128	76	16	19	14		142	129		859	433	3	9,975	5,844	47
14,089	9,234	4	194	131	8	73	42	1	121	84		591	431	2	17,551	11,359	20
10,425	7,050	9	200	129	11	44	17		75	68		6,846	4,280	29	30,990	20,380	49
4,213	2,555	2	164	91	19	9	6	1	24	13		214	151		7,309	4,112	22
14,449	8,531	30	1,083	677	36	522	302	10	1,198	891	41	4,515	3,203	24	34,099	21,775	154
19,964	12,825	157	2,604	1,414	127	1,189	707	38	2,792	1,902	78	6,167	4,470	85	49,553	31,858	625
934	605	2	116	61		31	22		55	47		233	142	5	1,814	1,144	7
17,119	11,253	155	2,363	1,284	124	1,084	650	36	2,625	1,766	74	5,521	4,033	69	43,620	28,528	596
1,911	967		125	69	3	74	35	2	112	89	4	413	295	11	4,119	2,186	22
27,450	18,950	284	5,408	3,450	785	3,199	2,156	235	3,739	2,694	305	6,889	4,758	274	67,603	44,034	1,976
4,615	3,096	21	603	317	38	292	185	10	375	220	8	1,196	770	13	9,858	6,263	93
46,574	28,141	2,434	7,019	3,440	1,558	5,422	2,977	630	7,339	4,375	799	16,267	11,455	507	117,673	69,994	6,642
13,908	9,789	131	1,536	844	132	1,175	713	33	1,583	1,001	23	5,337	4,402	58	33,130	23,063	425
1,457	865	42	268	136	30	108	61	16	265	173	33	501	262	4	3,775	2,118	128
1,283	827	2	166	103	16	47	30	2	114	79	1	224	153	2	2,740	1,562	24
4,728	418	2,091	1,527	92	1,125	842	123	397	1,495	256	670	2,375	1,209	366	13,937	2,647	5,213
4,589	2,723	19	770	491	28	330	233	3	614	463	8	1,094	720	11	11,755	6,645	73
14,578	10,021	65	2,090	1,449	188	2,009	1,454	17	2,389	1,901	41	5,187	3,666	13	38,219	26,120	343
6,031	3,498	84	662	325	39	911	363	162	879	502	23	1,549	1,043	53	14,117	7,839	436
250,136	158,900	3,167	25,714	14,604	2,955	13,746	8,260	973	24,390	15,565	1,337	67,058	45,454	1,073	600,133	377,028	10,501
156,591	96,771	994	13,069	7,314	899	7,473	4,264	356	15,423	9,500	533	48,730	32,366	752	388,503	241,965	3,835
93,545	62,129	2,173	12,645	7,290	2,056	6,273	3,996	617	8,967	6,065	804	18,328	13,088	321	211,630	135,063	6,666

Unemployment in Trade Unions at the Close of the Quarter Ending March 31, 1945

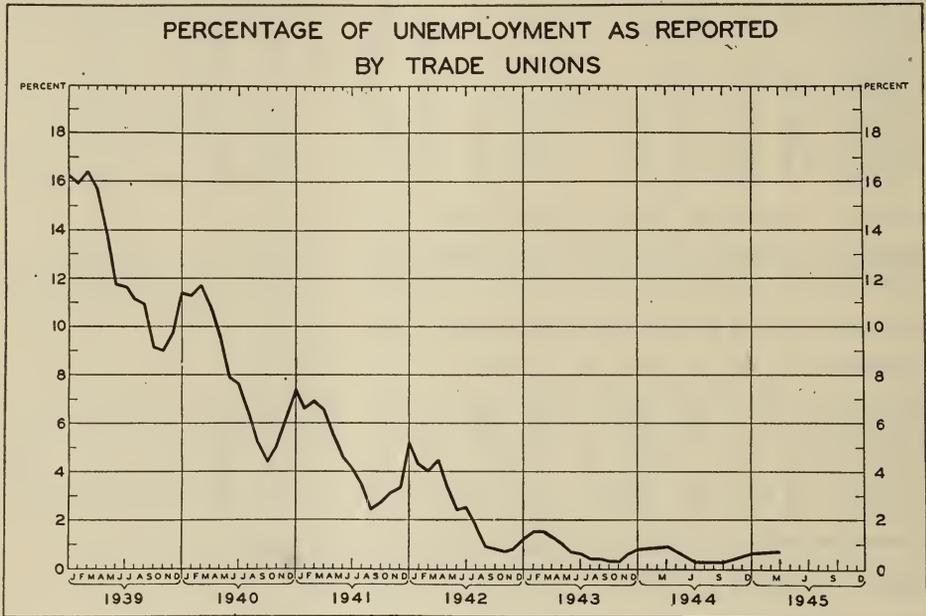
THE percentage of unemployment among members of labour organizations increased slightly to 0.7 at the end of the March quarter from the percentage of 0.6 at December 31, 1944.

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are without work on account of sickness, a strike or a lockout, or who are engaged in work outside their own trades are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership, upon which the percentage

15.7. The percentage of unemployment at the date under review is the lowest recorded for any March since the inception of the record in 1915. The increase in the percentage of unemployment at March, although slight, conforms with the usual seasonal experience in previous years.

It may be noted that the unemployment indicated at the present time, and for several of the preceding monthly or quarterly periods, has been due principally to temporary lay-offs.

Seasonal contraction in logging, fishing and steam railway operations accounted for the



of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

For the close of the quarter ended March 31, returns from 2,337 local labour organizations were tabulated, showing a total membership of 421,779 persons of whom 2,998 or 0.7 per cent, were without work. In comparison 2,332 locals reported at the end of December, 1944, a membership of 409,338, of whom 2,473 or 0.6 per cent were unemployed; at the end of March, 1944, the unemployed were 0.9 per cent of the total reported membership and at the end of March, 1939, the percentage was

greater part of the increase in unemployment among trade union members at March 1. Building and construction trades showed marked seasonal improvement, while employment opportunities in mining was slightly less favourable than in the previous quarter.

The percentages of unemployment in each province is shown in Table 1. In comparison with the previous quarter, employment conditions improved slightly in New Brunswick to less than one-twentieth of one per cent and in British Columbia to one-half of one per cent; the percentage in each of the other provinces increased fractionally. Each prov-

ince, except Quebec which advanced to 1.2, held below the one per cent level. In comparison with March of the previous year, improved conditions were indicated for New Brunswick, Ontario, Alberta and British Columbia; slightly lower employment levels prevailed in Nova Scotia, Quebec, and Saskatchewan while in Manitoba the percentage of unemployed remained unchanged.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. At the end of March, the percentages ranged from 0.1 reported in Saint John and Regina to 0.9 in Winnipeg. The percentage for Edmonton was 0.8, for Montreal 0.6, for Halifax 0.4, and for Toronto and Vancouver 0.2. In comparison with the conditions at the end of the previous quarter, a slight employment recession was recorded in Halifax, Saint John and Montreal; the percentage of unemployed trade unionists in Edmonton decreased from 1.2 to 0.8 and in Vancouver from 0.6 to 0.2 while conditions in the other cities remained unchanged at a high level. As compared with March, 1944, conditions improved in each city for which tabulations were made. The greatest improvements occurred in Edmonton and in Halifax where the percentages decreased from 2.6 to 0.8 and from 1.2 to 0.4, respectively.

Returns were tabulated for 846 local unions in the manufacturing industries, having a combined membership of 218,124 of whom 933, or a percentage of 0.4 were listed as unemployed. In comparison, the same percentage of 213,361 members were unemployed at the end of the previous quarter and 0.3 per cent of 262,482 members reported at the end of March, 1944. Among union members in the pulp and paper, electric power production and non-ferrous metals industries, the employment situation was more favourable than at the end of December, while among woodworkers, textile and clothing workers, employees in the ferrous metals, mineral products and miscellaneous manufacturing industries, conditions were somewhat less favourable. Of the 5,697 members reported in the aluminium industry, 11 or a percentage of 0.2 were reported unemployed at the date under review, compared with 7.5 per cent of the 4,395 members at the end of the previous quarter. As compared to March, 1944, there was less unemployment among trade union members in the printing

and publishing trade and the manufacture of animal products and non-ferrous metals, while there were small increases in unemployment among pulp and paper mill, wood, clothing and textile workers. A somewhat large increase was noted in the miscellaneous manufactures group.

Reports were received from 872 local unions in the transportation industries. The total membership covered in these reports was 92,663 persons of whom 542, or a percentage of 0.6 were without work on the reporting date. In comparison, 0.5 per cent of 88,406 members were reported without work at the end of December, 1944 and 0.4 per cent of

TABLE I—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.2	.6	.7	.4	.5	.6	.6	.5	.5
Mar. 1932.....	8.0	13.3	23.5	21.6	20.7	17.6	23.2	20.5	20.4
Mar. 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
Mar. 1934.....	9.1	10.7	22.3	19.9	21.8	15.5	20.3	19.9	19.5
Mar. 1935.....	6.6	8.2	20.2	17.2	14.4	12.0	15.7	20.8	16.7
Mar. 1936.....	7.7	6.6	19.3	12.7	12.5	12.0	17.5	14.9	14.5
Mar. 1937.....	7.9	4.2	18.9	10.9	9.6	11.8	14.5	9.4	12.9
Mar. 1938.....	4.0	6.1	16.9	11.6	11.8	10.5	13.0	14.6	12.8
Mar. 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
Mar. 1940.....	5.6	4.2	14.7	9.7	8.4	11.4	14.7	7.3	10.8
Mar. 1941.....	3.1	3.3	7.9	6.7	5.1	5.8	11.2	7.3	6.6
Mar. 1942.....	2.1	2.2	4.5	5.7	4.0	3.8	7.0	2.5	4.5
Mar. 1943.....	0.6	0.8	2.2	1.1	1.1	1.0	1.1	0.4	1.3
Mar. 1944.....	0.4	0.9	0.9	0.9	0.9	0.7	1.4	0.7	0.9
Jan. 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb. 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
Mar. 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	.3	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May 1943.....	.2	1.2	1.3	.4	.8	.6	.9	.2	.7
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
July 1943.....	.1	.4	.7	.3	.5	.3	.2	.1	.4
Aug. 1943.....	.5	.5	.7	.3	.5	.6	.1	.2	.3
Sept. 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3
Oct. 1943.....	.2	.4	.4	.3	.3	.3	.3	.4	.3
Nov. 1943.....	2.9	4.4	.5	.4	.3	.8	.5	.2	.6
Dec. 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
Mar. 1944.....	0.4	0.9	0.9	0.9	0.9	0.7	1.4	0.7	0.9
June 1944.....	0.1	0.6	0.4	0.2	0.2	0.5	0.2	0.2	0.3
Sept. 1944.....	0.2	0.7	0.4	0.2	0.1	0.5	0.1	0.4	0.3
Dec. 1944.....	0.0	0.2	0.9	0.4	0.8	0.5	0.7	0.6	0.6
Mar. 1945.....	0.5	.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7

TABLE II—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations		
1932	0	20.5	9.9	16.4	12.4	15.3	23.8	12.1	...	55.4	15.8	17.8	16.1	6.5	21.1	16.4	0.80	0	0	0	0	0	63.8	62.3	12.3	43.4	14.1	1.2	10.9	11.1	0	3.4	11.6	5.5	21.5	20.4	
1933	6.8	35.8	17.5	28.2	15.4	16.8	19.2	13.9	0	41.6	19.8	29.7	19.0	20.0	26.7	35.3	35.7	32.6	...	...	...	35.8	71.0	14.1	15.1	16.3	9.14	8.14	15.1	0	8.12	7.6	2.7	16.9	19.5	
1934	1.3	9.1	14.4	16.6	6.8	11.1	9.2	12.0	0	15.9	7.6	7.6	5.0	24.8	15.9	21.3	30.0	21.9	0	0	0	65.4	69.6	12.6	39.6	13.3	1.8	13.4	13.6	6.1	6.8	7.6	2.7	16.9	19.5		
1935	64.2	5.8	11.3	13.2	14.8	9.5	8.9	10.0	0	26.4	6.1	14.0	6.2	0.8	8.8	17.5	16.7	9.4	0	0	0	48.0	59.2	10.4	62.0	10.7	1.8	11.8	12.1	0	7.3	6.5	2.0	16.7	16.7		
1936	1.7	12.1	13.5	12.1	10.5	7.6	4.4	10.3	0	32.0	4.4	15.1	4.3	1.2	19.2	14.3	15.0	10.9	0	0	0	42.3	44.3	9.0	41.1	10.0	9.11	11.7	0	2.0	6.6	4.0	10.4	14.5			
1937	9.4	2.7	17.0	12.2	6.4	6.3	6.8	5.7	0	10.2	19.8	2.6	22.9	23.1	20.8	8.3	12.4	10.8	0	0	0	42.4	39.1	7.5	49.0	8.4	4.4	7.9	8.1	0	0	4.4	1.7	7.7	12.9		
1938	16.3	4.3	8.3	11.4	7.1	6.9	7.0	6.8	...	30.6	5.3	2.6	4.4	4.5	329.9	12.1	4.5	94.8	3.6	0	0	39.2	40.8	9.0	23.0	12.9	1.3	7.9	8.2	0	0	4.7	1.3	8.8	12.8		
1939	36.7	31.5	12.8	13.3	8.5	7.7	3.1	6.4	0	8.4	11.6	12.4	11.4	12.8	25.8	6.16	2.2	2.9	62.1	1.7	0	34.8	40.2	13.2	69.8	10.2	1.7	6.8	7.0	0	0	6.2	2.2	9.8	15.7		
1940	4.3	14.8	13.1	6.9	4.8	4.4	3.1	6.4	10.3	6.6	3.0	8.6	1.1	0	9.1	0	2.1	1.3	6.0	7.9	0	42.2	36.5	9.1	32.5	9.7	4.1	6.0	6.1	0	3.5	2.8	4.2	10.8			
1941	35.1	2.2	10.8	3.5	2.4	2.9	2.7	3.3	0	14.4	2.9	8.6	1.3	0	12.7	0	3.6	1.1	2.6	0	0	22.9	19.9	5.2	22.0	5.9	4.1	4.7	4.8	0	3.2	1.5	3.8	6.6			
1942	21.6	7.4	5.3	3.1	1.1	1.4	8.2	6.6	0	9.8	0	8.0	1.3	0	12.7	0	3.6	1.1	2.6	0	0	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0	8.4	1.2	4.5			
1943	7	0	2	3	2	5	3	1	0	2	0	3	1	2	4	0	1	0	0	0	0	5	3	9	0	1	5	1	2	1	9	0	9	1	1	3	
1943	4.0	0	9	9	2	1	2	0	0	6	2	4	0	6	0	2	1	6	1	0	0	6	7	11	5	4	1	2	1	3	0	0	5	0	0	8	1
1943	9.3	2.0	0	8	6	1	1	1	0	0	6	2	0	2	6	0	2	0	1	0	0	2	4	13	4	1	5	1	1	2	0	0	8	2	1	4	1
1943	7	0	2	3	2	5	3	1	0	0	2	0	1	1	2	0	0	0	0	0	0	5	3	9	0	1	1	1	1	0	0	9	1	0	1	6	3
1943	0	6	5	0	6	6	6	1	0	2	8	0	1	1	2	0	2	0	0	0	0	3	5	1	9	4	9	1	0	0	0	9	1	7	1	0	
1943	1	9	4	4	1	3	1	8	5	0	1	3	2	3	1	2	0	1	0	0	0	0	3	2	6	7	1	5	8	0	0	7	0	1	7	0	
1943	0	6	3	0	3	2	6	0	0	4	2	0	3	1	2	3	0	1	0	0	0	8	6	1	2	6	3	1	1	2	0	0	4	1	8	6	
1943	2	0	5	2	0	2	1	2	2	1	3	1	1	1	9	0	0	0	0	0	0	0	3	0	1	4	6	5	0	2	1	0	5	0	0	4	
1943	0	7	2	0	2	1	1	2	3	0	2	0	3	2	6	0	2	0	0	0	0	7	2	0	1	3	4	6	4	0	0	5	0	0	0	4	
1943	0	1	2	0	2	0	2	3	0	2	2	0	3	0	5	0	1	0	0	0	0	2	5	1	4	6	5	0	1	1	2	0	6	0	1	0	3
1943	9	3	0	0	2	0	1	0	2	3	1	0	2	0	7	0	0	0	0	0	0	0	2	4	1	5	5	0	1	6	1	7	0	5	0	1	0
1943	0	3	0	0	2	0	2	2	0	1	2	0	2	0	5	0	6	0	0	0	0	2	4	0	2	2	6	0	1	5	0	3	0	6	0	1	0
1943	18	2	0	1	4	0	2	3	0	1	2	0	2	0	5	0	6	0	0	0	0	4	0	2	2	7	6	0	1	1	6	0	3	0	2	0	8
1944	89	2	8	7	3	1	3	3	2	0	8	1	0	2	0	2	0	3	1	4	0	3	0	5	4	1	0	4	0	1	1	2	0	4	0	7	9
1944	0	0	3	1	1	1	0	1	0	2	2	0	3	0	0	0	0	0	0	0	0	0	9	3	1	2	4	0	1	5	1	6	0	2	0	5	3
1944	11	1	0	5	1	4	3	2	0	4	2	0	3	0	0	0	1	0	0	0	0	0	7	3	1	2	3	0	1	9	2	0	3	0	5	3	
1944	4	4	0	5	4	0	7	1	0	1	2	0	0	0	1	0	2	5	0	0	0	3	6	2	5	2	7	5	1	3	4	0	1	3	0	7	
1945	71	4	6	4	1	6	9	1	0	1	9	1	6	3	0	1	0	3	1	0	0	3	0	3	9	1	6	8	7	2	1	3	0	2	1	6	

87,020 members, at the end of March, 1944. Unemployment among navigation workers decreased to 0.8 per cent from 2.7 at the end of December and 1.0 at the end of March in the previous year. There was a slight employment increase in the steam railway group to 0.7 per cent from 0.5 at the previous quarter and 0.4 at March, 1944; similarly, the local and highway transportation group increased to 0.2 per cent from 0.1 in the previous quarter.

There were 75 unions of miners reporting a membership of 31,339 persons, of whom 175, or 0.6 per cent, were unemployed at the end of March, compared with 0.5 per cent of 29,209 members unemployed at the quarter preceding and 0.7 per cent of 25,974 members at the end of March in the previous year. Unemployment among coal miners was 0.3 per cent at the end of March of both this year and last, compared with the full employment at the end of 1944. While there was no unemployment among metallic miners for the quarter under review, 3.4 per cent of the 3,719 non-metallic miners reported to the Department were without work.

The 202 local unions in the building and construction trades reporting to the Department at the end of March showed that 588, or 1.9 per cent of the total membership of 31,193 were unemployed. In comparison 2.8 per cent were unemployed at December and 6.5 at March, 1944. As compared to the previous quarter, bridge and structural iron workers, electrical workers and lathers remained fully employed while for steam shovel operators and dredgemen, bricklayers, masons and plasterers, granite and stone cutters, plumbers and steamfitters, there were considerable increases in the percentage unemployed;

there were fewer unemployed members among carpenters and joiners, painters, decorators and paperhangers, and hod carriers and miscellaneous building workers.

The 0.3 per cent unemployment in public and personal service compares favourably with the 0.4 per cent at the previous quarter and at March 31 of the previous year. The percentage unemployed in retail and wholesale trade increased from 1.3 at the end of December to 2.1; all members were reported employed at the end of March, 1944.

Twelve union members, or 0.1 per cent of the total membership of 8,957 were reported as out of work in the communications groups. At the same date in the previous year, 1.1 per cent were unemployed and 0.5 per cent at the last quarter.

Two hundred, or 71.4 per cent of 280 fishermen were reported unemployed by one union. This sample is too small to be considered representative of the general conditions in the industry.

At the quarter under review, 6.1 per cent of the 6,587 lumber workers and loggers were unemployed, while in the previous quarter, 11 of the reported members were employed and in March, 1944, 0.8 per cent were unemployed.

The accompanying chart illustrates the trend of unemployment from January, 1939, to date. Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1943, inclusive, and also the percentage of those without work for March of each year since 1932, for each month of 1943 and for each quarter of 1944. Table II indicates the percentage of unemployment in the various groups of industries since 1932.

Strikes and Lockouts

Strikes and Lockouts in Canada During April, 1945

THERE was a decrease in the number of strikes in Canada during April as compared with the previous month, the number of workers involved was about the same but the time loss in man-working days showed a substantial increase. As compared with April, 1944, there was a slight decline in the number of strikes recorded and a decided decrease in both the number of workers involved and the time loss. Preliminary figures show nine strikes in existence during April, involving 4,363 workers and causing a time loss of 25,169 days, as compared with 21 strikes in March, with 4,670 workers involved and a time loss of 8,563 days. In April, 1944, there were 12 strikes involving 14,384 workers with a time loss of 115,994 days.

Preliminary figures for the first four months of this year show 61 strikes, involving 19,400 workers with a time loss of 72,695 man-working days, as compared with 67 strikes, with 32,873

workers involved and a time loss of 182,374 days, for the same period last year.

During the month under review a strike of tire factory workers at New Toronto, Ont., was responsible for about four-fifths of the total loss. In April, 1944, the time loss was due almost entirely to a strike of motor vehicle factory workers at Windsor, Ont.

Of the nine strikes recorded for April, 1945, all of which were terminated during the month, one resulted in favour of the workers, two in favour of the employers, two were compromise settlements and four were indefinite in result, work being resumed pending final settlement.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated

STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
Cumulative totals.....	61	.....	19,400	.....	72,695
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
Cumulative totals.....	67	.....	32,873	.....	182,374

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strike is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1945*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During April, 1945				
MINING—				
Coal miners, Lethbridge, Alta.	1	280	560	Commenced April 11; against discharge of three miners for loading dirty coal; terminated April 12; negotiations; compromise; miners reinstated after one week's suspension.
Coal miners, Drumheller, Alta.	1	91	91	Commenced April 20; for payment of unemployment insurance benefits to miners who allegedly refused certain work; terminated April 20; return of workers pending reference to the Unemployment Insurance Commission; indefinite.
Coal miners, Glace Bay, N.S.	1	878	1,800	Commenced April 24; for new local contract for four haulage enginemmen and trip riders; terminated April 26; return of workers; in favour of employer.
MANUFACTURING—				
Rubber and Its Products— Tire factory workers, New Toronto, Ont.	1	2,500	(c)20,300	Commenced April 5; canteen privileges for certain workers; terminated April 24; conciliation, federal and provincial, and return of workers pending settlement; indefinite.
Metal Products— Foundry workers, Sackville, N.B.	1	185	1,400	Commenced April 3; refusal to pay moulder for broken mould and casting; terminated April 12; conciliation, federal; compromise
Rolling mill workers, labourers, Montreal, P.Q.	1	(a) 14	14	Commenced April 16; for increased tonnage bonus; terminated April 16; conciliation, federal; in favour of employer.
Motor vehicle factory workers, Brantford, Ont.	1	308	700	Commenced April 18; against dismissal of two foremen for alleged misconduct; terminated April 23; return of workers pending reference to NSS‡; indefinite.
Steel mill workers, labourers, Trenton, N.S.	1	(b) 30	150	Commenced April 19; against deductions from pay of two workers for alleged failure to work a full shift; terminated April 24; conciliation, federal; in favour of workers.
TRANSPORTATION—				
Other Local and Highway-Bus drivers, Vancouver and district, B.C.	1	77	154	Commenced April 24; protesting failure of RWLB‡ to make wage increase retroactive to July 1, 1944; terminated April 25; return of workers pending further reference to RWLB; indefinite.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board. NSS—National Selective Service.

(a) 120 indirectly affected; (b) 28 indirectly affected.

(c) Time loss covers several work stoppages, involving various numbers of workers, between April 5 and 24.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter included a table summarizing the principle statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February, 1945, was 144 and 14 were still in progress from the previous month, making a total of 158 during the month, in which 26,800 workers were involved and a time loss of 60,000 working days was caused.

Of the 144 work stoppages commencing in February, 18 arose out of demands for advances in wages, seven out of proposed reductions in wages, 44 over other wage questions, seven out of questions as to working hours, 19 on questions respecting the employ-

ment of particular classes or persons, 43 over other questions respecting working arrangements, four over questions of trade union principles and two were in support of workers involved in other disputes.

British India

Figures for the year 1943 have now been published and show 716 strikes, involving 525,088 workers, with a time loss of 2,342,287 days. Preliminary figures for November, 1944, show 49 strikes, involving 34,904 workers, with a time loss of 66,663 days, as compared with 53 strikes in October, 1944, with 38,612 workers involved and a time loss of 75,043 days.

New Zealand

Figures for the twelve months ended December, 1944, show 149 strikes, involving 29,766 workers, with a time loss of 52,602 man-working days.

United States

Preliminary figures for March, 1945, show 400 strikes beginning in the month, in which 210,000 workers were involved. The time loss for all strikes in progress during the month was 860,000 working days. Corresponding figures for February, 1945, are 310 strikes, involving 109,000 workers, with a time loss of 412,000 working days.

Labour Law

Recent Regulations under Dominion and Provincial Legislation

RECENT Dominion regulations include an amending order to ensure in case of damages to seamen's effects, or personal injury or death, that treatment of Canadian seamen on non-Canadian ships is on the same basis as that accorded seamen from the United Kingdom. The problem is to be investigated of appraising the technical training or experience gained by the Armed Forces with a view to their employment in civil life. Benefits conferred by the Government Employees' Compensation Act have been extended to employees suffering accidents anywhere outside Canada; a further order clarifies the provision for compensation in case of accidents to employees of Government-owned companies and to persons serving the Government without remuneration.

In the Provincial field, Alberta has issued a new Female Minimum Wage Order applying

to all females within the scope of the Act with certain exceptions. In British Columbia a revised Order has been issued establishing a minimum wage for women in telephone and telegraph work, and diseases due to exposure during employment to X-rays in an industrial or hospital laboratory have been made compensatable. Rules have been set out for certain apprenticeship trades in Manitoba. The Manitoba minimum wage regulations have been revised and consolidated; sheetmetal workers have been brought under the Apprenticeship Act. A higher rate has been established for the cost-of-living bonus for Saskatchewan Government employees, while a further order provides for an increase in their rate of remuneration (exclusive of the cost-of-living bonus). New regulations have been made under the Saskatchewan Old Age and Blind Persons' Pension Act.

Dominion

Compensation to Merchant Seamen

An Order in Council (P.C. 26/1647) made March 9, 1945, and gazetted March 19, amends P.C. 87/5204 of July 16, 1941, which authorized the Secretary of State for External Affairs to negotiate with the non Canadian Governments involved to ensure that those governments give to Canadian seamen on their ships, or to the Canadian Government on behalf of such seamen, the same compensation for war damage, disability or death due to enemy action, or for detention in foreign countries, as they give to their own nationals. As a result of these negotiations, reciprocal agreements were concluded to this effect with the United Kingdom, Belgium, Greece, the Netherlands, Norway, Poland, Sweden, the United States and Yugoslavia.

Subsequently, agreements were made by the United Kingdom with Belgium, Greece, the Netherlands, Norway, Poland and Yugoslavia, stipulating that in the case of pensions for death or a residual disability of 20 per cent or more awarded to a British seaman or seaman of any other nationality supplied by a manning organization under the control of the British Ministry of War Transport, which death or injury is attributable to detention,

enemy action or war causes, and also in the case of detention allowances, the foreign Government concerned agrees to transfer a fixed capital sum to the British Ministry of Pensions, the Ministry undertaking all pension liability. In the case of loss of effects, industrial injury, or shipwreck, the seaman secures treatment not less favourable than he would receive on a British ship.

In view of this more favourable treatment of seamen from the United Kingdom, the new Canadian Order in Council authorizes the Secretary of State for External Affairs to negotiate with the Governments of Belgium, Greece, the Netherlands, Norway, Poland and Yugoslavia an amendment of their reciprocal agreements with Canada so that these Governments will treat Canadian seamen under the provisions of their agreements with the United Kingdom. The Secretary of State is empowered to make the necessary arrangements with the United Kingdom to put this modification into effect.

Commission to Examine Trade Experience Gained by the Armed Forces

A Commission was appointed by an Order in Council (P.C. 2486) of April 10, 1945.

gazetted April 23, to examine the problems involved and to recommend appropriate measures to ensure that discharged members of the Forces are given proper credit for the technical or trade training and experience they have had while in the Armed Services when they resume civil life.

The Commission, consisting of Col. Wilfrid Bovey (Chairman), D. S. Lyons, F. S. Rutherford, J. C. G. Herwig, F. W. Smelts and Hector Dupuis, is to report to the Minister of Labour. Recommendations may be made for measures to be taken in co-operation with the provinces, employers or trade and labour organizations. Each member of the Commission is given the authority of a Commissioner under the Inquiries Act. The Commission may employ necessary staff.

Pilotage By-laws

Orders of March 19, 1945, gazetted March 31, rescind sections of the Quebec, the St. Lawrence-Kingston-Ottawa and the Montreal Pilotage Districts By-laws and maintain in force a surcharge of 25 per cent during the 1945 season on all dues except moving, detention and minimum charges. This provision is subject to review by the pilotage authority if the circumstances require.

New By-laws (11A) for the pilotage districts of Quebec and Montreal on February 26, 1945, gazetted March 31 give special preference to men from the Armed Forces or Merchant Marine. If a man has served in the Navy, Army (Active), Air Force or Merchant Marine during the present war and applies for an apprentice pilot's licence he must be retained on the list of applicants after reaching the age limit of 25 years despite his not having a Mate's Home-Trade Certificate.

Workmen's Compensation for Government Employees Outside Canada and for Persons Employed by Government-Owned Companies

An Order in Council (P.C. 1996) of March 23, 1945, gazetted April 2, extends the benefits conferred by the Government Employees' Compensation Act to employees suffering accidents outside Canada.

The Order stipulates that from November 1, 1944, in the case of any person (other than a person engaged locally in any place outside Canada) to whom the provisions of the Government Employees' Compensation Act would apply in relation to accidents occurring in Canada, who suffers injury or death from an accident occurring outside Canada, the accident is to be deemed, for the purposes of the Act, to have occurred in that Canadian

province in which the person was last resident. Compensation is payable from the War Appropriation.

The Order repeals Order in Council P.C. 142/4015 of June 5, 1941, which extended the application of the Government Employees' Compensation Act to employees of the Department of Munitions and Supply and of certain Government-owned companies while working or receiving training in the United States.

The Order does not apply in respect of any accident governed by Order in Council, P.C. 1004, (L.G. 1943, p. 390), which provides for compensation for accidents to Dominion Government employees in Newfoundland or travelling between Canada and Newfoundland, or to an accident governed by Order in Council, P.C. 37/1038, which extends the Act to persons employed by the Inspection Board of the United Kingdom and Canada or to any person to whom the Act was extended by an agreement between the Governments of Canada and the United Kingdom of October 8, 1940 (P.C. 1266).

Another Order in Council (P.C. 1997) of March 23, gazetted April 2, makes it clear that compensation in case of accident under the Government Employees' Compensation Act is payable to employees of wholly Government-owned companies and to persons serving without remuneration.

Every person, except a person engaged locally in any place outside Canada, who is employed by any Government-owned company or corporation which has been incorporated through the Department of Munitions and Supply or which is administered by the Wartime Prices and Trade Board or by the Department of Reconstruction is to be deemed to be an employee, or a Government employee, for the purposes of the Government Employees' Compensation Act, of Order in Council P.C. 1004 of Feb. 8, 1943, providing Compensation for Dominion employees in Newfoundland, and of Order in Council P.C. 3650 of May 4, 1943 which extends the Act to employees of the Canadian Government in the Yukon and Northwest Territories. Such a person as the case may be, is also deemed to be or have been engaged as a civilian employee of the Canadian Government or in the public service of Canada within the meaning of the Civilian Government Employees (War) Compensation Order (L.G. 1944, p. 1553) or of Order in Council P.C. 44/8848 of November 22, 1944, providing for compensation in case of injury as a result of airplane flights.

A person receiving no direct salary from the Government for his services but otherwise an employee within the Act or Order in Council P.C. 1004, is to be deemed to be an employee

under the Act or Order in Council. Where a claim for injury or death is made on behalf of such a person, rating shall be made according to the salary that would be paid a permanent civil servant for performing similar work. This rating must be first made by the Deputy Minister of the department concerned but may

be varied by the Minister of Transport subject to an appeal to the Treasury Board.

Compensation payable under this Order is subject to deduction of any compensation from any other source on account of the same accident, provided the person has not contributed to the compensation.

Provincial

Alberta Female Minimum Wage Act

Order No. 16 was gazetted and came into effect on February 28, 1945. It rescinds Order 15 (L.G. 1944, p. 1410).

The Order applies to all female employees in any class of employment governed by the Female Minimum Wage Act, with the following exceptions: employees exempted by an order of the Board of Industrial Relations; employees in any industry working under a schedule under the Industrial Standards Act or under the Department of Trade and Industry Act; apprentices in any business, trade or occupation, if such apprenticeship has the approval of the Board of Industrial Relations; and employees, except office workers, in hospitals and nursing homes.

"Week" is defined as the full-time hours in effect on October 1, 1944, or shorter hours established as a standard work-week by the employer or by an order of the Board of Industrial Relations.

The minimum weekly wage for experienced female employees under this Order is \$15. Inexperienced employees must receive a minimum of \$10 per week for the first month, \$12 for the second, \$14 for the third month, and \$15 thereafter. No deductions may be made for time not worked on any one statutory holiday in any one week when the employer's establishment is not open for business. Part-time employees must receive at least 35 cents per hour, provided that no employee may receive less than \$1.40 when a day consists of four consecutive hours or less, a meal-period of not more than one hour being considered as part of this period. Piece-workers must be paid a wage proportionate to the above rates, provided that the period of adjustment must not exceed one month. Overtime must be paid for at the rate of time and one-half.

The Order regulates the deductions which may be made from wages for board, lodging, uniforms, or breakages. Where meals or lodging are furnished in lieu of wages, deductions by the employer may not exceed \$2.50 for 18 meals in a full work-week of six days; \$3 for 21 meals in a week of seven days; \$1.50 for lodging for seven days; or 15 cents for single meals. No deductions may be made

for meals not taken. When a uniform is required to be worn, it must be furnished, repaired and laundered free of cost to the employee. No deductions may be made by an employer for accidental breakages.

The number of inexperienced employees may not exceed 25 per cent of the total number of workers, except where this total is less than four, when one inexperienced worker may be employed.

Alberta Hours of Work Act

An Order made March 21, 1945, and gazetted April 14, extends from April 1 to October 31, 1945, the provisions of Order 32 (L.G. 1944, p. 1410) exempting elevator repair crews of the United Grain Growers Limited, the Alberta Wheat Pool, and the Northwest Line Elevators' Association from the provisions of the Hours of Work Act.

Alberta Trade Schools Regulation Act

An Order in Council of February 13, 1945, gazetted February 28, adds two new sections to the Regulations issued under this Act (L.G. 1941, p. 959). One section provides that the number of students enrolled in any trade school may not exceed the number of students certified to by the certificates of the Medical Health Officer and the Fire Chief of the locality. A new sub-section stipulates that there must be a full-time instructor for each 20 pupils enrolled in a school giving instruction in barbering or beauty culture.

British Columbia Female Minimum Wage Act

Order 79 of March 13, 1945, gazetted March 15, establishes a minimum wage for women in telephone and telegraph occupations. The Order comes into effect April 16, 1945, and rescinds an Order of March 4, 1919, which was put in force April 5, 1920. (L.G. 1920, p. 587.)

The new Order changes the minimum wage for experienced workers from \$15 a week to \$2.30 per day. The learning period is reduced from 9 months to 6 months and three weeks. Inexperienced workers must now be paid at least \$1.50 per day for the first three weeks, \$2.10 for the next month, \$2.30 for the subse-

quent two months and \$2.50 for the next three months. Part-time workers are to be paid proportionate rates, but every employee required to report must be paid for at least three hours.

No change has been made in the provisions concerning hours of work. No employee may be required to work more than eight hours a day or 48 hours per week except (1) where she lives on the premises and has made an agreement with the employer, which has been approved by the Board, to answer emergency calls between 10 p.m. and 8 a.m. or (2) during an emergency period when the maximum hours may be extended to 56 in a week, and time worked in excess of 48 is paid for at a rate of time and a half. Where the employer and a trade-union or employees' organization have an agreement providing for other hours of work and overtime rates, the Board, on a joint application from the parties may exempt them from the sections of the Order concerning hours.

Hours of employees working on split shifts must be confined to the 12-hour period immediately following the commencement of work. Every worker must be given a rest period of 24 consecutive hours in each week. Employers must pay, at least semi-monthly, all salaries and wages earned by employees up to a date not more than eight days before the date of payment.

British Columbia Workmen's Compensation Act

An Order in Council made March 26, 1945, and gazetted March 29, amends the Schedule of Industrial Diseases which are compensated under this Act to add cutaneous, circulatory, or blood-cell lesions or physiological endocrine change contracted in any X-ray laboratory operated in an industry or in a hospital under the Act. Dermatitis contracted in "any operation in manufacturing or wholesaling involving direct contact with cheese, sugar, or cereals" is substituted for dermatitis contracted in "any operation in manufacturing or wholesaling involving direct contact with any mite on cheese, sugar, or cereals".

Manitoba Apprenticeship Act

A proclamation of February 28, 1945, gazetted March 10, approves the trade of metal workers (sheet) within the Apprenticeship Act, 1944.

An Order in Council of March 20, 1945, gazetted March 25, and in effect on April 16, 1945, sets out rules for apprenticeship in the following trades, the length of the apprenticeship period, including the three months pro-

bationary period, being indicated in brackets after the name of the trade;

Automobile repair mechanics and Internal Combustion Engine Mechanics (5)
Brick-laying, Masonry, Marble-working and Tile-setting (4)
Carpentry and Woodworking (factory) (4)
Electrical and Electric Motor winding repair trades (4)
Painting and Decorating (3½)
Plastering and Lathing trades (4)
Plumbing and Steam-fitting trades (5).

In each trade apprentices must have completed Grade IX or its equivalent. The Apprenticeship Board may reduce the period of apprenticeship where an apprentice has had previous experience in the trade or has a certificate from a technical school. Certain requirements are laid down concerning attendance at technical school:

Each automobile repair apprentice must attend full-time classes in a technical school for at least six weeks in each year of the first four years of apprenticeship.

In bricklaying, electrical work, plastering and plumbing full-time classes must be attended for two months during the winter season for the first two years. Part-time classes must be attended for not less than 140 hours during each year thereafter.

Carpenters' apprentices must attend classes full-time for two months during each of the first two years, provided that an apprentice in the carpentry trade may attend these classes between December and March, and an apprentice in wood-working may attend between February and April. Part-time classes must be attended for not less than 140 hours during each subsequent year.

Painters' apprentices must attend full-time classes for two months during the winter for the first two years, part-time for not less than 140 hours during the third year, and for not less than 70 hours during the last six months.

The ratio of apprentices to journeymen varies according to the trade and the number of journeymen employed.

An employer in the automobile repair trade who employs a qualified journeyman in the trade or who is himself the holder of a certificate of qualification may employ one apprentice. If three more mechanics are employed another apprentice may be hired; for each five additional mechanics there may be one apprentice.

A qualified brick-layer or mason or an employer who employs from one to five journeymen brick-layers may employ one apprentice. For each additional 10 journeymen one additional apprentice may be engaged.

An employer in the marble working and tile-setting trade employing a journeyman or who is himself a journeyman may employ one apprentice; for each additional four journeymen employed, one additional apprentice may be engaged.

In carpentry and woodworking and in painting and decorating one apprentice may be employed by an employer who is himself a journeyman and for each additional five journeymen employed one additional apprentice may be engaged.

In electrical work, a qualified employer may employ one apprentice; one additional apprentice may be engaged for each additional five journeymen; the ratio in existing collective agreements in force at the time these rules come into effect is to be regarded as an exception to this rule.

A qualified plasterer may employ one apprentice and may employ an additional apprentice with the approval of the director on the recommendation of the trade advisory committee after the first apprentice has entered his third year.

A plumber may employ one apprentice.

"Apprentice", for the purposes of this section does not include an apprentice temporarily employed by arrangement with the Director of Apprenticeship to learn a branch of the trade not carried on by the employer to whom he is apprenticed.

Educational classes must include courses in subjects pertaining to the industry as indicated:

In automobile repair work, motor rebuilding (1 month), fuel system (4 months); electric system (4 months); tune-up work (4 months); clutch transmission and differential (6 months); brakes (6 months); alignment, frame and steering gear (6 months); school training (6 months); miscellaneous including care and use of tools and equipment (1 month).

In electrical work, signal wiring, lighting, fixture work, joining of wires, rope work, proper use and care of tools, appliance repair, related metal work, theory, laboratory testing, trade technology, electrical training; operation, maintenance and repairs; vocational civics and English. These must be based upon "National Apprenticeship Standards for the Electrical Construction Industry, Bulletin No. 50, section 5, Content of Training", as amended by the Apprenticeship Board.

In the plastering trade plain interior plastering, plain exterior cement work, ornamental interior plastering, ornamental exterior cement work, cement gun work, with relative mathematical training, science trade terms, care and use of tools and materials, safety and first aid.

The basic training in the plumbing trade must include work processes set out in the rules and accident prevention. In steam-fitting apprentices must attend classes in accident prevention and the following: reading and working from blueprints, sketches, specifications and charts, finding exact dimensions, figuring angles, computing pressures, the properties of gases, chemicals, air, water and other elements under pressure.

During apprenticeship, the employer must give the apprentice constructive and practical training in all branches necessary to develop a practical and skilled journeyman. The apprentice must perform other duties commonly related to apprenticeship in the trade. Periodic inspection of the progress of each apprentice must be arranged by the Director of Apprenticeship. Employers must submit an annual report to the trade advisory committee concerning the progress of each apprentice. Certificates will be based on the employers recommendation and written and oral Technical School examinations. In the automobile re-

pair trade certificates may be issued to persons engaged in the trade at the time it was approved under the Act; any persons engaged in it for seven years may be given a certificate without examination, but examinations are required of any person in the trade for over five but less than seven years. Certificates in this trade are valid for one year and the fee is \$1.00.

The wage-rates fixed for apprentices are based on a percentage of the journeyman's prevailing rate:

In automobile repair work, the apprentice's rate for the first year must be at least 30 per cent of the mechanic's rate; for the second 40 per cent, for the third 50 per cent, for the fourth 60 per cent, and for the fifth year 70 per cent;

In bricklaying, the rate must be 40 per cent of the journeyman's prevailing rate for the first 12 months, 50 per cent for the second, 60 per cent for the third, and 70 per cent for the fourth;

Carpenters' apprentices must be paid not less than 35 per cent of the journeyman's maximum prevailing rate in the district for the first 6 months, 40 per cent for the second, 45 per cent for the third, 50 per cent for the fourth, 55 per cent for the fifth, 60 per cent for the sixth, 65 per cent for the seventh, and 75 per cent for the eighth;

In wood-working apprentices' rates are 35 per cent of the journeyman's rate for the first 6 months, 40 per cent for the second, 45 per cent for the third, 50 per cent for the fourth, 55 per cent for the fifth, 60 per cent for the sixth, 65 per cent for the seventh, and 70 per cent for the eighth;

In electrical work, the rate is 25 per cent for the first six months, 30 per cent for the second six months, 35 per cent for the third month, 40 per cent for the fourth, 45 per cent for the fifth, 50 per cent for the sixth, 55 per cent for the seventh, 65 per cent for the eighth, 75 per cent for the ninth and 85 per cent for the tenth six months' period;

In painting, the apprentice must be paid 30 per cent of the journeyman's rate for the first six months, 35 per cent for the second, 40 per cent for the third, 45 per cent for the fourth, 55 per cent for the fifth, 65 per cent for the sixth, and 75 per cent for the seventh;

Plasterers' apprentices are to receive 30 per cent for the first 12 months, 35 per cent for the second, 45 per cent for the third, and 60 per cent for the fourth;

Plumbers' apprentices must be paid 25 per cent of the journeyman's rate for the first six months, 30 per cent for the second, 35 per cent for the third, 40 per cent for the fourth, 45 per cent for the fifth, 50 per cent for the sixth, 57½ per cent for the seventh, 65 per cent for the eighth, 72½ per cent for the ninth, and 80 per cent for the tenth six months.

In the automobile repair trade the maximum hours may not exceed 48 in any week with a minimum wage in any event of not less than \$10 for a 48-hour week during the first year, the rate to be increased by \$2.00 in each successive year. Overtime must be paid for at corresponding rates. In other trades the work-day and work-week must be the same

as it is for journeymen, provided that males under 17 and females may not work more than 48 hours in a week.

Manitoba Minimum Wage Act

New regulations under this Act were approved by Order in Council on February 20, 1945, and came into force on March 24, 1945, rescinding all previous Orders. They apply to female workers within the scope of the Act and in some cases to male workers.

The new regulations are in five divisions: Manufacturing and General; Retail and Wholesale Establishments and Offices; Hotels, Restaurants, etc.; Places of Amusement; Male Employees not covered by Other Orders. The old regulations, in so far as they applied to women, were, for the most part, made in 1919 and 1920 and have been amended and revised from time to time. The Act was amended in 1934 to make it applicable to male workers. From the first, the Act has given the Minimum Wage Board power to limit hours of labour and to regulate conditions of work.

Provisions Applying Generally

Certain provisions are found in all five parts of the regulations; others are common to two or more parts.

In no undertaking within the regulations may a child under 15 be employed except with a permit from the Minister of Labour.

The minimum rates apply to a 48-hour week, and all time worked in excess of 9 hours in a day or 48 in a week must be paid at the minimum rate plus 5 cents an hour. No person may be required to work overtime for more than 120 hours in a year nor for more than 3 hours in a day or 6 in a week. Similarly, where workers are employed for less than 24 hours a week, the hourly rate must be at least the regular minimum increased by 5 cents. Workers required to report must be paid for at least three hours; formerly, the minimum time in this case was two hours. Permits authorizing modification of, or exemption from, any provision of the regulations may be issued by the Minister where emergency conditions exist.

Former requirements re-enacted in all divisions of these regulations stipulate that an employee's wages must be paid in full in cash once a week and within three days of their being earned unless a permit for a different pay period is obtained from the Minister, that no reduction may be made in the minimum rate by reason of any statutory holiday and that except on permit from the Minister no employee may be required to work on a holiday. A new provision requires

that, where a permit has been granted, the minimum rate must be increased by 5 cents an hour and, in addition, a full day's holiday with pay at the regular rate must be granted to the employee during the year.

Different minimum rates are established, as before, for urban and rural areas, but there is no longer a distinction made on the ground of age except in Division V applying to male employees.

Manufacturing and General

Division I of the regulations (Manufacturing and General) applies, as did Order No. I of April 26, 1936, (L.G. 1936, p. 610), which it replaces, to employment in Manitoba in occupations in which articles are manufactured, altered, dyed, washed, cleaned, repaired, printed, packed and adapted for sale and delivery, including sale and delivery of such articles. In addition, it applies to assembling of articles and to occupations which are not specifically included in any other Order or Regulation. Unlike the 1936 Order, Division I applies to female workers only.

Wage rates for city and urban districts, i.e., the Greater Winnipeg Water District, Flin Flon, Brandon and Portage la Prairie, are based on a 48-hour week and are as follows:

For experienced employees or those in an occupation which does not require skill or training, \$14.40 a week or 30 cents an hour;

For inexperienced employees in an occupation requiring skill or training, \$9.60 a week or 20 cents an hour for the first two months, \$11.52 a week or 24 cents an hour for the second two months, \$12.96 or 27 cents an hour for the third two months and the full minimum wage for inexperienced workers thereafter.

The new rates represent an increase over the former minimum rates of \$2.40 a week for experienced workers, an increase of 60 cents a week in the starting rate and a reduction in the learning period from 12 to 6 months. For workers under 18 the old Order established lower rates; the age distinction is no longer made.

Rural rates of wages under the new Regulations are \$12.48 a week or 26 cents an hour for experienced workers and those in occupations not requiring skill or training, and for inexperienced employees on skilled work \$7.68 a week or 16 cents an hour for the first two months, \$9.60 or 20 cents an hour for the second two months, and \$11.04 or 23 cents an hour for the third two months.

Rural rates under the former Order were \$2 per week less than the city rates for the same class of work.

The number of inexperienced employees may not exceed 25 per cent of the total, except with the permission of the Minister of Labour.

Wages set by an apprenticeship agreement are to supersede those fixed by the Order where the employer has undertaken to have the apprentice taught a skilled trade or calling over a period of not less than one or more than two years, provided that a copy of the agreement is approved by the Minister of Labour.

As regards working conditions, a new rule requires every worker to be allowed, without deduction of pay, a ten-minute rest period in every four hours of work. As formerly, one hour must be allowed for lunch. Sections of the former Order which are embodied in the new one, without material change, require clean premises, fresh drinking water and individual towels and cups, proper lighting, 400 cubic feet of air-space per employee, adequate ventilation, proper washing facilities and sanitary conveniences, maintenance of a comfortable temperature, guarding of machinery, provision for first aid, precautions against industrial diseases, suitable provision for employees to rest and take their meals, posting of regulations and keeping of records.

Retail and Wholesale Establishments and Offices

Division II of the Regulations governs female employees in retail and wholesale establishments and offices throughout the Province.

Minimum rates for experienced and inexperienced workers in all districts are identical with those in Division I. In addition, there is a schedule of rates for delivery and messenger girls, who are to be paid at the following rates:

In city and urban districts, \$9.60 per week or 20 cents per hour for the first two months, \$11.04 or 23 cents for the second two months and \$12.00 or 25 cents thereafter.

Rural rates for messengers are \$7.68 a week or 16 cents an hour for the first two months, \$8.64 or 18 cents for the next two months and \$9.69 or 20 cents thereafter. In all cases a messenger providing a bicycle is to be paid 50 cents a week extra.

The new minimum wage represents an increase of \$2.40 a week for experienced workers over those paid under the former Order covering department stores and mail order houses in cities and a slight increase in learners' rates with a shortening of the learning period which was formerly one year. For office workers there is an increase of \$1.90 a week for experienced workers, with a re-arrangement of the learning period.

A rest period of at least ten minutes must be allowed in each four-hour work-period without reduction of pay. Formerly a fifteen-minute rest-period in every three hours was

required to be given in retail and wholesale establishments. The percentage of part-time employees may not exceed 25 per cent of the total staff, except on Saturdays and during the two weeks preceding Easter and from November 15 to December 24, when not more than 40 per cent may be employed. Where the employer requires a special uniform to be worn he must provide it and have it laundered, repaired and replaced without cost to the employee. This provision was formerly included only in the Order relating to hotels and restaurants.

Hotels Restaurants, etc.

Division III of the new Regulations applies to female employees and bell-boys in hotels, restaurants, clubs, victualling houses and refreshment stands. City and urban minimum wage rates are \$10 a week for bell-boys and \$14.40 a week or 30 cents an hour for experienced employees other than bell-boys. Inexperienced workers, other than bell-boys, may be paid \$12 a week or 25 cents an hour for the first three months, after which they are to receive the full minimum rate. Rural rates are \$8 a week for bell-boys and \$12.48 a week or 26 cents an hour for experienced employees other than bell-boys. Inexperienced workers, other than bell-boys, may be paid \$9.60 a week or 20 cents an hour for the first three months of employment after which they are to receive the full minimum wage. Any employee required to work on a statutory holiday must be given a full day's holiday within the same year at the regular rate of wages.

Working hours must be arranged so that no work period for female employees will end between 1 a.m. and 6 a.m. and half an hour must be allowed for each meal exclusive of regular working hours. One day or two half-days off duty must be allowed each week. If a uniform or special type of dress is required it must be furnished and laundered without cost to the employee. Where the employer furnishes board and lodging he may deduct not more than \$2.50 a week for room rent and \$4.50 a week for board or 25 cents a meal.

The former Order relating to these establishments provided that in the greater Winnipeg Water District, Brandon, Portage la Prairie, Dauphin, Neepawa, Souris, Carberry and Virdin and in the municipal district of Flin Flon, at any time, and in summer resorts during the period June-September, bell-boys should receive \$10 a week and experienced employees other than bell-boys, \$13. Inexperienced workers other than bell-boys received \$11 per week for the first month and

\$12 for the second month of employment. No work-period for female employees was allowed to end between 1 a.m. and 6 a.m. In other parts of the Province \$2 per week less than the above rates constituted the minimum wage and the maximum work-week was 52 hours. No overtime was allowed in the greater Winnipeg Water District except on permit.

The former Order required one day off duty each week, forbade employment of persons under 16, and made similar provisions to those in the new Order relating to time of paying wages, keeping of records, deduction for board and lodging, provision and laundering of uniforms, and posting of Orders. It also required that after four weeks' employment three days' notice of dismissal must be given by the employer and the same period of notice by an employee leaving employment, except in case of flagrant insubordination on the part of the employee or flagrantly unjust treatment by the employer. Provisions relating to temperature of premises, ventilation, etc., were similar to those in the new Regulations.

Places of Amusement

Division IV of the new Regulations covers employment of females in places of amusement, as defined in the Amusements Act, and of pin-setters in bowling alleys. The minimum wage for female employees in places of amusement in urban districts is \$14.40 a week or 30 cents an hour and in rural districts \$12.48 per week or 26 cents per hour, based on a 48-hour week in both cases.

Provisions limiting overtime and requiring special payment for it and those relating to special uniforms, weekly payment of wages, keeping of records, posting of orders and granting of permits of exemption, are the same as under the other Divisions.

A new rule for places of amusement stipulates that where the employer requires a special uniform he must provide it and have it laundered.

Minimum rates for male and female pin-setters in bowling alleys are 3 cents per line setting up five pins and 4 cents per line setting up ten pins, with a minimum payment of \$10 per week of 48 hours.

The former Order dealing with places of amusement, which applied only to female workers in Winnipeg, St. Boniface, St. James and Brandon, fixed a minimum wage of \$12 per week for ticket-sellers and ushers, except for those working less than 40 hours per week whose minimum was 30 cents an hour. For cleaners the minimum wage was 35 cents an hour. Maximum hours were 9 per day and

48 per week and, except for cleaners, no work was permitted between 11 p.m. and 9 a.m. or on Sunday. Overtime was allowed only in emergencies, on permit from the Bureau of Labour, and was limited to 3 hours a day, 6 hours a week and 36 days a year, with extra payment at the regular rate. Minors under 18 years of age might not be employed.

Male Employees

Division V of the new Order applies to male workers in all occupations except farming, market gardening and those covered by special Orders. Boys under 15 may not be employed, except under a permit from the Minister, and it is forbidden to employ or permit a male worker over 15 to be employed at a less wage than that fixed by the Order except under a regulation of the Minimum Wage Board.

Rates for employees less than 18 years of age are 20 cents, 24 cents and 27 cents an hour for three periods of two months each, respectively, and 30 cents an hour thereafter. Inexperienced workers over 18 in an occupation which requires skill or training are to receive 25 cents, 28 cents and 32 cents an hour for three respective periods of one month each and 35 cents an hour thereafter. Where no skill or training is required, the minimum rate for workers over 18 is 35 cents an hour. The minimum for delivery and messenger boys is 20 cents an hour for the first two months, 23 cents for the second two months and 25 cents thereafter with an additional 50 cents a week where the employee provides a bicycle. Time worked in excess of 48 hours in a week is to be deemed overtime, except where it is otherwise provided by a collective agreement.

Quebec Minimum Wage Act

The following Ordinances have been renewed until January 1, 1947, by Orders made February 15, 1945, and gazetted March 17: Order 4 concerning commercial and industrial establishments; Order 5 governing the silk textile industry; Order 15 regarding the packing and grading of waste paper; and Order 10 governing the pasteurization, manufacture and/or distribution of dairy products.

Ordinance 39 governing forest operations was amended by an Order of March 24, 1945, gazetted March 31, to stipulate that the Order shall not apply to workers handling wood in mill storage ponds supplying a mill or serving as a loading place for the wood on to railroad cars or other transport vehicles, provided that these ponds are not more than two miles from

the mill or loading place. Workers in a "forest colony" or employed by a farmer or settler on a wood lot which forms part of a farm and those working in a township forest reserve for a "non-professional" employer are also exempt from the Order.

Saskatchewan Old Age and Blind Persons' Pensions Act

An Order in Council (496/45) of April 6, 1945, gazetted April 16 and effective March 30, 1945, rescinds regulations under this Act made in 1928, 1936, 1937 and 1943 and sets forth new regulations governing the payment of pensions.

The Social Welfare Board must meet at least monthly or as often as necessary to consider applications for pensions or for increases and decreases. The Board must determine the pension that may be paid to each applicant and advise the Minister regarding the carrying into effect of the Act and regulations. The Director of Old Age Pensions must keep necessary books and records, inquire into all applications for pensions and advise the Board concerning them. Each applicant must complete the necessary forms and produce any proof of his claim that the Director may demand. No pension may be paid, altered or withdrawn without the approval of the Board.

Payment of any pension or of any expense incurred in administration will be made by the Provincial Treasurer upon a requisition in writing signed by an authorized person. Pension payments are made by cheque issued at the end of each month. When a pension begins on a day other than the first day of the month, the first payment is to be a proportionate amount. Each cheque must be endorsed by the payee in the presence of a witness who must sign a declaration, except where a trustee is appointed in which case the cheque is made out directly to the trustee.

Each pensioner when required by the Director must furnish a statutory declaration or a witnessed certificate stating that he is the person to whom the pension is payable. The Director may obtain from any Saskatchewan Government department any available information which he may deem necessary in the administration of the Act or of the Dominion Old Age Pensions Act.

Saskatchewan Government Employees Cost-of-Living Bonus and Higher Minimum

An Order in Council (205/45) of February 6, 1945, gazetted February 28, rescinds the present cost-of-living bonus paid to Government employees from February 1, 1945, and establishes a higher rate.

Where an employee is a married man, a widow, widower or married woman with dependent children under 18 and receives a salary of less than \$2,400 a year, he or she is entitled to a bonus of \$20 per month, provided the combined salary and bonus do not exceed \$2,400 a year.

Single employees and those not included in the above will receive \$12.50 per month where the salary is less than \$2,100 a year and the combined salary and bonus do not exceed this amount. Part-time employees will receive a proportionate amount.

Where both husband and wife are employed in the Government service, the total bonus to both must not exceed \$25 per month.

An Order (O. C. 206/45) of February, 6, 1945, gazetted February 28, provides for increased rates of remuneration (exclusive of the cost-of-living bonus) for all Government employees. From February 1, 1945, the schedules of salary rates of \$960 or less per year are to be increased by \$30 per year. Part-time employees will receive a proportionate rate of increase.

Prices

Prices, Retail and Wholesale, in Canada, April, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index remained unchanged on April 2, 1945, at 118.7. There was a reduction in the fuel and light group from 107.3 in March to 106.7 for April, and an increase in clothing from 121.7 to 121.8, but these changes were insufficient to alter the general index. The decline in fuel and light reflected further decreases in electricity rates mainly in Ontario and the Maritime area. The April 2 domestic electricity rate index of 86.7 is substantially below pre-war levels. Scattered price changes in foods were all of minor character, and left the food group unchanged at 131.0. Other group indexes were also the same as for March, rentals at 112.0, home-furnishings and services at 118.5, and miscellaneous items at 109.2.

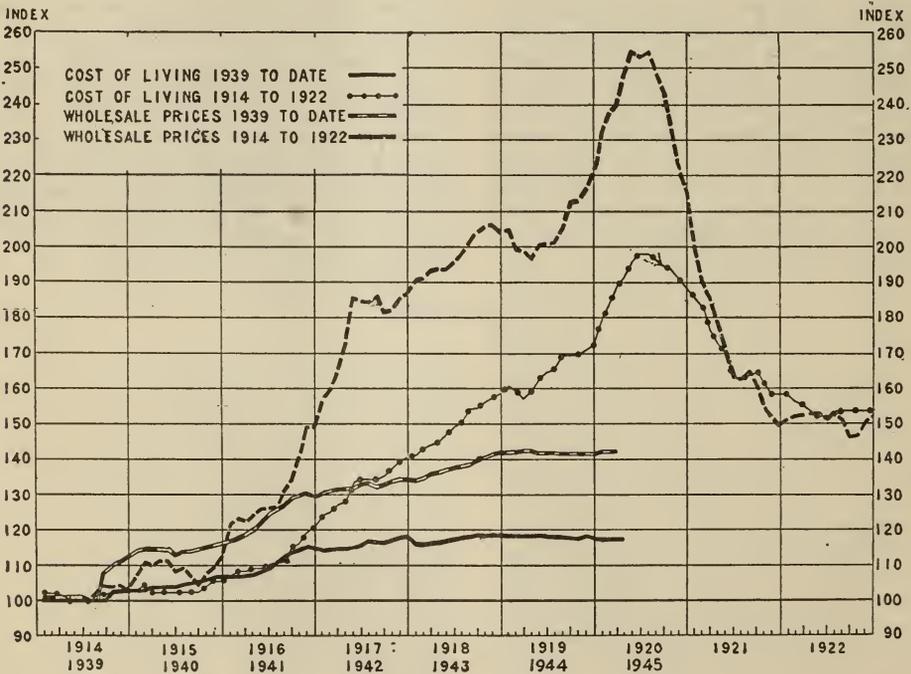
With the exception of the decline of 2.0 points in the electricity rates index, April changes were all of a minor nature. The electricity decrease represented a combination of outright rate reductions and rebates, the latter being spread over the year following their announcement. Small balancing price variations in the food section included scattered increases for meats and vegetables and declines for eggs.

On the base August 1939=100, bi-monthly cost-of-living indexes for eight regional cities moved higher between February 1 and April 2, 1945, with one exception of Halifax. A decline of 0.1 to 118.7 at this latter centre reflected a sharp drop in the fuel and lighting section index due to lower domestic electricity rates. At other points higher food prices were

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 and in AUGUST, 1939=100

* Based on the 1926 average as 100 per cent.



primarily responsible for increases in living costs. Toronto, up 0.3 at 116.8, recorded the sharpest advance, while the following April indexes indicated advances of 0.2; Saint John at 118.8; Winnipeg at 116.2; Saskatoon at 119.6; Edmonton at 116.2, and Vancouver at 117.8. Montreal at 121.0 was 0.1 higher.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the

percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent); \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.20; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Activities of the Wartime Prices and Trade Board*.

Wholesale Prices, March, 1945

The Dominion Bureau of Statistics composite monthly index of wholesale prices recorded a further gain of 0.1 to 103.0 between February and March. Upturns occurred in three of the eight major groups with the other five remaining unchanged. Vegetable products moved 0.2 points higher to 96.0 reflecting firmer quotations for potatoes, rye, hay,

(Continued on Page 782)

TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0	70.3		
1914.....		80.0	91.9	72.1	75.4	88.9	70.3		
1915.....		81.6	92.7	69.9	73.8	96.8	70.9		
1916.....		88.3	103.3	70.6	75.4	110.8	74.5		
1917.....		104.5	133.3	75.8	83.8	130.3	81.5		
1918.....		118.3	152.8	80.2	92.2	152.3	91.4		
1919.....		130.0	163.3	87.6	100.7	175.1	101.2		
1920.....		150.5	188.1	100.2	119.9	213.1	110.3		
1921.....		132.5	143.9	109.1	127.6	123.4	112.5		
1922.....		121.3	121.9	113.7	122.2	147.0	112.5		
1926.....		121.8	133.3	115.9	116.8	139.1	106.1		
1927.....		119.9	130.8	114.5	114.4	135.6	105.1		
1928.....		120.5	131.5	117.3	113.2	135.5	104.8		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1934.....		95.6	92.7	93.2	102.1	87.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4 98.7	95.9	
1936.....		98.1	97.8	96.1	101.5	99.3	97.2 99.1	98.1	
1937.....		101.2	103.2	99.7	98.9	101.4	101.5 100.1	102.0	
1938.....		102.2	103.8	103.1	97.7	100.9	102.4 101.2	102.8	
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
November 1.....	118.0	118.9	131.6	112.0	108.1	121.6	118.4	108.9	125.3
December 1.....	117.6	118.5	130.3	112.0	108.1	121.6	118.4	108.9	124.7
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF APRIL, 1945

(Base: August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	118.7	140.2	105.7	105.2	118.1	115.5	109.8
Saint John.....	118.8	132.0	107.8	112.2	122.1	116.8	110.0
Montreal.....	121.0	137.9	108.7	109.7	124.5	118.6	107.3
Toronto.....	116.8	128.7	111.1	111.4	118.2	114.0	109.1
Winnipeg.....	116.2	130.1	104.6	109.0	119.6	116.3	108.1
Saskatoon.....	119.6	134.5	113.1	110.4	120.4	119.6	107.9
Edmonton.....	116.2	132.3	100.0	103.6	124.3	117.1	109.1
Vancouver.....	117.8	134.8	100.2	114.2	124.4	115.7	108.8

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—APRIL, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR APRIL, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Sept. 1943	Dec. 1943	Mar. 1944	June 1944	Sept. 1944	Dec. 1944	Feb. 1945	Mar. 1945	April 1945	Price April 1945
Beef, sirloin steak.....	lb.	100.0	120.7	145.5	143.0	143.0	143.7	154.1	153.8	153.8	153.8	154.1	43.0
Beef, round steak.....	lb.	100.0	125.7	157.8	154.4	154.9	154.9	167.1	166.7	166.7	166.7	167.1	39.6
Beef, rib roast.....	lb.	100.0	125.5	170.9	173.0	173.9	173.5	172.6	172.2	173.0	173.5	173.9	40.0
Beef, shoulder.....	lb.	100.0	132.7	181.1	179.9	180.5	178.0	161.6	161.0	161.0	161.0	161.0	25.6
Beef, stewing.....	lb.	100.0	136.7	183.3	179.4	181.0	178.6	169.0	168.3	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	181.1	181.7	176.3	174.0	173.4	174.0	174.6	174.0	173.4	29.3
Lamb, leg roast.....	lb.	100.0	109.9	146.1	125.7	141.9	143.7	152.5	147.2	148.9	148.6	148.9	42.3
Pork, fresh loins.....	lb.	100.0	125.3	139.2	138.8	138.5	138.8	138.8	141.2	141.5	141.9	141.5	36.8
Pork, fresh shoulder.....	lb.	100.0	127.0	146.9	147.4	147.4	146.4	146.4	142.9	142.3	142.3	142.3	27.9
Bacon, side, med. sliced.....	lb.	100.0	132.3	140.3	140.3	140.6	140.0	140.0	140.9	140.9	140.9	141.2	45.9
Lard, pure.....	lb.	100.0	151.3	162.3	162.3	159.6	152.6	150.9	154.4	155.3	156.1	156.1	17.8
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	137.5	137.5	137.5	137.5	136.8	136.8	136.8	136.8	19.7
Eggs, grade "A" fresh.....	doz.	100.0	156.4	171.7	182.2	137.2	134.5	152.3	158.6	141.4	140.1	138.5	42.1
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	141.8	145.1	146.2	144.0	144.3	145.8	146.2	146.2	146.2	39.9
Cheese, Canadian, mild.....	lb.	100.0	174.6	166.3	167.8	164.9	164.4	163.5	164.4	164.4	164.4	164.4	34.2
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	127.3	127.3	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn Flakes, 8 oz.....	pkg.	100.0	101.1	101.1	101.1	101.1	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½ s.....	tin	100.0	129.9	131.1	135.8	137.7	138.7	138.7	137.7	137.7	137.7	136.8	14.5
Peas, canned, 2's.....	tin	100.0	117.5	121.7	123.3	124.2	124.2	123.3	122.5	122.5	122.5	122.5	14.7
Corn, canned, 2's.....	tin	100.0	128.3	134.5	134.5	135.4	134.5	134.5	133.6	133.6	133.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	129.4	131.4	131.4	133.3	133.3	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	153.1	144.9	153.1	163.3	134.7	112.2	112.2	110.2	108.2	5.3
Potatoes.....	15 lb.	100.0	89.9	158.2	136.6	143.6	140.5	137.5	121.6	136.9	140.5	141.2	46.3
Prunes, medium.....	lb.	100.0	115.8	125.4	127.2	123.7	123.7	123.7	122.8	122.8	121.9	121.1	13.8
Raisins, seedless, bulk.....	lb.	100.0	104.0	111.3	101.3	105.3	113.2	115.9	104.0	102.0	102.6	106.6	16.1
Oranges, medium size.....	doz.	100.0	132.5	145.7	141.0	137.9	141.0	141.6	140.3	145.4	146.8	147.1	43.1
Lemons, medium size.....	doz.	100.0	111.3	146.2	137.8	137.2	136.0	144.6	145.5	143.7	142.5	140.9	45.8
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	113.8	115.7	114.5	114.5	114.5	115.1	115.1	115.1	18.9
Peaches, 20 oz.....	tin	100.0	101.5	109.6	109.1	107.1	108.1	108.1	105.1	104.1	103.6	104.1	20.5
Marmalade, orange, 16 oz.....	jar	100.0	118.3	130.3	131.1	131.8	130.3	130.3	129.6	129.6	129.6	129.6	17.6
Corn Syrup, 2 lb.....	tin	100.0	138.0	154.7	153.7	155.3	155.0	155.7	155.3	155.3	155.3	158.8	27.2
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	133.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	130.8	131.1	131.1	131.1	131.1	131.1	131.1	131.1	131.1	44.3
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to April 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.												
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
1—Charlottetown.....	44.5	40.6	38.5	27.6	21.4	....	43.7	36.8	....	45.3	19.2	20.1	43.0	9.0	41.8	35.0	7.3	4.6	6.1	10.0
Nova Scotia—																					
2—Halifax.....	44.4	41.2	38.7	27.1	23.4	23.6	45.7	38.6	26.3	46.3	19.2	20.0	46.9	11.0	44.4	36.3	8.0	4.5	6.1	9.9	
3—New Glasgow.....	45.8	42.8	41.5	26.8	23.1	....	46.6	40.1	31.5	47.1	19.4	19.9	43.7	10.0	44.3	36.5	7.3	4.9	6.1	10.0
4—Sydney.....	47.4	41.6	....	30.5	24.5	....	44.4	....	....	47.5	19.0	19.9	47.9	12.0	44.3	36.0	7.3	4.5	6.0	9.8
5—Truro.....	44.7	40.8	36.0	28.2	17.9	....	45.0	38.6	29.2	45.7	19.1	20.3	45.5	10.0	43.6	35.3	6.7	4.9	6.0	10.0
New Brunswick—																					
6—Fredericton.....	44.7	40.7	45.8	27.4	20.3	29.7	45.7	38.0	31.3	47.2	19.1	19.7	43.9	10.0	43.2	35.0	7.3	4.8	6.3	9.4	
7—Moncton.....	45.5	41.4	40.9	27.1	21.0	29.7	45.4	37.3	29.3	47.7	18.3	20.0	44.4	10.0	42.8	34.9	8.0	4.5	5.9	10.0	
8—Saint John.....	45.3	43.1	38.6	26.6	22.5	30.0	44.6	40.6	29.7	45.0	18.7	19.8	45.5	11.0	43.0	34.7	7.3	4.2	6.0	9.7	
Quebec—																					
9—Chicoutimi.....	40.0	38.4	38.3	28.2	22.0	29.1	29.1	49.0	19.6	20.6	40.8	10.0	40.0	34.0	6.7	4.3	9.9
10—Hull.....	40.9	38.2	37.3	25.3	18.7	30.7	32.2	28.2	46.0	17.4	19.1	44.0	10.0	38.5	31.2	5.3	3.8	5.5	9.5
11—Montreal.....	42.6	39.4	43.8	24.6	20.1	25.7	41.2	33.7	26.4	46.2	18.2	19.2	44.8	10.5	39.4	34.0	6.0	3.8	5.4	9.4	
12—Quebec.....	41.5	37.9	37.6	23.4	18.8	29.1	38.0	31.5	26.7	42.2	18.3	19.5	43.1	10.0	39.7	34.4	5.5	3.6	5.8	9.7	
13—St. Hyacinthe.....	36.1	34.4	34.6	24.0	18.9	30.5	34.2	28.6	25.2	47.5	18.0	19.4	40.8	9.0	39.5	32.1	5.3	4.1	6.0	9.8	
14—St. Johns.....	43.7	40.8	39.5	26.7	17.3	32.7	44.7	....	28.8	46.7	18.3	19.8	44.5	9.0	38.7	31.9	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.5	39.4	40.5	26.5	18.4	32.9	42.7	33.6	26.6	39.3	18.6	19.7	44.0	10.0	38.1	34.8	5.3	4.2	6.0	9.8	
16—Sorel.....	40.0	36.6	40.7	24.7	19.5	....	38.0	32.2	25.5	46.5	18.7	19.6	39.3	9.0	39.9	32.1	5.3	4.0	5.3	10.0
17—Thetford Mines.....	33.1	34.5	24.3	17.4	24.5	25.3	38.4	18.3	19.4	41.1	9.0	39.3	31.7	5.3	4.0	5.3	9.6
18—Three Rivers.....	39.9	36.6	35.5	24.8	20.5	....	35.5	28.7	25.4	46.5	17.9	19.5	43.4	10.0	38.7	34.7	6.0	4.0	5.5	9.7
Ontario—																					
19—Belleville.....	41.2	38.2	39.4	25.8	21.2	27.5	41.4	37.4	29.4	45.1	17.3	19.2	40.4	10.0	39.3	30.9	6.7	4.2	5.4	8.7	
20—Brantford.....	43.6	40.3	40.8	25.9	19.0	29.8	43.4	38.7	27.7	46.0	17.5	19.5	40.1	10.0	39.3	35.5	6.7	4.2	5.4	9.1	
21—Brockville.....	46.7	42.8	44.0	26.0	20.9	....	45.0	35.6	29.2	44.6	17.4	19.3	40.4	10.0	38.2	30.8	6.3	4.0	5.6	8.9
22—Chatham.....	43.4	40.0	40.7	25.8	19.9	31.3	41.7	37.7	32.3	46.2	17.3	19.4	40.0	10.0	38.6	35.7	5.3	4.1	5.2	8.7	
23—Cornwall.....	43.6	40.4	40.5	25.9	17.7	29.3	44.5	36.3	27.3	45.6	17.9	19.5	41.2	10.0	39.4	30.3	6.0	4.0	5.8	9.2	
24—Fort William.....	43.4	39.7	37.6	25.4	22.3	29.3	43.4	36.9	29.9	45.6	17.6	19.0	45.7	11.0	39.6	32.9	6.0	3.9	5.1	8.8	
25—Galt.....	42.7	40.3	40.0	24.7	23.0	30.0	43.2	37.3	26.0	47.0	17.8	19.2	40.5	10.0	39.3	36.9	6.7	4.1	5.9	8.8	
26—Guelph.....	42.9	40.1	38.8	26.3	24.3	31.2	43.4	39.1	28.5	46.5	17.4	19.2	39.1	10.0	39.7	35.2	6.0	4.0	5.7	8.9	
27—Hamilton.....	44.2	41.2	41.8	25.6	22.8	29.4	43.6	40.0	29.0	47.4	17.7	19.0	42.1	11.0	40.3	38.0	6.0	4.2	5.5	8.8	
28—Kingston.....	43.3	38.6	38.3	25.7	18.5	25.7	42.3	38.1	27.2	46.0	17.3	19.2	41.4	10.0	39.2	31.4	6.0	4.3	5.3	9.1	
29—Kitchener.....	42.9	40.2	40.5	25.2	23.1	30.4	43.4	38.7	27.1	45.9	18.0	19.6	38.7	10.0	39.5	34.1	6.3	4.0	6.1	8.8	
30—London.....	43.7	40.1	41.0	25.4	22.0	30.0	43.0	38.6	26.3	45.4	18.4	19.2	42.2	10.0	39.2	33.0	6.0	4.0	5.6	8.9	
31—Niagara Falls.....	42.8	39.4	41.2	25.2	19.7	29.9	43.0	38.9	27.6	44.4	17.8	19.3	41.4	10.5	40.0	33.1	6.0	4.2	5.7	8.8	
32—North Bay.....	43.4	41.0	41.8	26.1	18.9	....	42.4	38.9	28.3	45.9	17.9	19.5	44.7	11.0	39.7	32.6	6.7	4.2	6.3	9.6
33—Oshawa.....	43.7	40.7	42.4	25.7	21.7	32.7	43.3	39.5	28.4	45.8	17.7	19.5	42.8	10.0	39.8	33.6	6.0	4.0	5.7	8.8	
34—Ottawa.....	44.2	41.2	43.1	26.5	22.0	29.5	44.4	36.7	28.6	48.7	18.0	19.0	42.9	10.0	39.0	31.5	6.7	3.8	5.7	8.8	
35—Owen Sound.....	42.0	39.3	39.3	24.6	23.1	37.6	26.5	45.4	17.1	19.4	40.0	10.0	40.0	31.7	6.0	4.0	5.3	9.4
36—Peterborough.....	45.0	41.6	42.2	26.3	22.3	31.8	43.7	39.7	29.0	46.7	18.1	19.1	40.2	10.0	39.4	34.5	6.0	4.3	5.4	8.6	

COAL AND RENTALS IN CANADA, APRIL, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar.	Corn syrup, per 2 lb. tin (c)	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												ets.	ets.			ets.	ets.		
15-0	15-4	15-8	6-6	6-7	38-6	13-7	17-3	45-6	62-1	39-3	21-7	37-2	29-2	8-6	8-1	53-8	38-0	.....	11-57	24-00-28-00(b)	1
14-6	14-4	15-1	7-0	5-1	49-4	15-0	15-0	52-5	53-6	39-3	20-6	37-0	29-1	8-5	8-3	49-8	38-0	.....	12-29	27-50-31-50	2
14-9	14-7	15-2	6-4	5-2	43-4	14-2	15-9	48-0	51-1	39-7	....	38-5	28-6	8-2	8-2	51-7	38-0	.....	8-42	16-00-20-00	3
14-9	14-9	15-0	6-8	5-3	52-1	13-7	15-5	50-5	56-8	38-9	20-0	36-8	28-9	8-6	8-4	49-3	37-8	.....	6-75	18-00-22-00(b)	4
14-8	14-8	15-0	7-0	5-1	43-6	14-4	16-8	52-7	49-4	40-2	21-3	37-9	29-7	8-7	8-7	50-3	38-0	.....	11-41	26-50-30-50	5
14-7	15-3	15-0	6-7	4-7	43-9	14-7	14-9	44-9	56-3	38-7	20-3	38-8	29-3	8-5	8-3	49-5	38-0	.....	12-09	21-00-25-00(b)	6
14-9	15-1	15-0	6-8	4-6	43-9	13-3	16-3	45-7	51-5	40-8	20-5	38-2	28-3	9-0	8-8	51-8	38-0	.....	11-57	26-00-30-00(b)	7
14-7	14-8	14-8	6-8	4-3	47-3	13-8	14-9	52-0	51-1	39-8	19-9	35-5	29-0	8-5	8-3	47-7	38-0	.....	12-70	20-50-24-50(b)	8
14-7	15-2	15-5	6-6	7-4	36-9	15-5	18-6	44-2	54-4	39-7	....	40-1	29-0	8-6	8-3	52-3	39-9	18-00	.....	.....	9
13-6	14-5	15-0	7-2	6-3	47-4	13-5	17-6	38-5	42-1	37-5	20-7	35-9	27-6	8-3	8-0	45-4	38-9	16-75	.....	15-50-19-50	10
13-3	14-0	14-2	6-6	5-6	47-6	13-8	15-8	41-5	38-8	37-5	19-7	35-1	27-4	8-0	7-9	46-9	39-6	16-75	.....	23-00-27-00(b)	11
14-2	14-4	14-7	6-7	6-4	42-7	14-6	16-3	44-3	48-7	37-8	21-0	36-1	28-7	8-1	7-9	43-4	39-9	16-00	.....	26-00-30-00(b)	12
13-4	14-7	15-4	6-9	7-3	40-8	14-1	17-0	43-6	45-4	39-7	21-3	36-2	28-7	8-0	7-8	42-4	40-3	15-75	.....	16-00-20-00(b)	13
13-8	14-7	15-2	6-8	7-9	38-9	14-3	17-4	41-2	45-0	39-4	....	37-4	28-6	8-0	7-9	41-5	40-0	15-50	.....	.....	14
14-2	15-4	15-4	6-3	6-2	38-6	14-5	18-4	43-0	45-1	39-6	....	39-5	28-9	8-0	8-0	39-9	39-4	17-50	.....	20-00-24-00(b)	15
14-7	14-5	16-0	7-4	8-0	39-5	15-3	16-6	45-0	56-0	42-1	19-0	37-6	29-5	7-9	7-7	46-2	40-0	16-25	.....	.....	16
13-7	14-5	15-3	6-0	7-2	34-4	15-0	15-7	45-1	48-0	39-7	....	38-5	28-5	8-0	7-5	47-9	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-6	14-7	6-7	6-7	36-0	14-7	18-8	42-5	48-6	40-9	20-3	37-7	28-7	8-5	8-0	47-5	40-2	16-00	.....	20-90-24-00(b)	18
12-9	14-1	14-6	6-3	4-4	47-3	14-1	15-8	41-5	45-0	37-1	20-8	33-7	26-6	8-4	8-4	43-8	38-9	16-00	.....	.....	19
14-2	14-5	14-9	6-5	4-5	43-8	14-3	15-5	43-5	44-9	36-2	19-7	33-4	26-9	8-4	8-3	46-7	39-4	16-00	.....	22-00-26-00	20
13-9	14-1	14-6	6-4	4-7	44-2	13-4	15-2	44-2	46-6	34-4	....	35-1	27-5	8-3	8-1	43-2	38-4	16-00	.....	20-00-24-00	21
14-2	14-4	14-7	5-8	4-0	49-1	....	16-2	36-2	42-3	35-7	20-7	33-9	26-3	8-6	8-5	42-0	38-2	16-00	.....	21-50-25-50	22
14-5	14-9	15-0	6-6	5-5	50-9	15-0	18-3	37-8	42-3	....	....	34-4	26-6	8-2	8-2	45-8	38-5	16-50	.....	23-00-27-00(b)	23
14-3	14-5	14-4	6-6	4-5	54-1	....	17-0	43-4	45-5	37-5	19-5	35-7	26-3	8-6	8-5	42-0	38-1	16-80	.....	25-50-29-50	24
14-2	14-5	14-5	6-6	4-4	43-3	14-2	16-1	43-1	45-5	34-7	19-5	33-1	26-0	8-5	8-3	44-6	39-4	16-00	.....	22-00-26-00	25
13-9	14-3	14-6	6-4	4-0	40-0	13-4	15-6	42-1	42-8	36-2	....	32-7	25-8	8-6	8-5	43-1	38-5	16-00	.....	22-50-26-50	26
13-9	14-1	14-3	6-1	4-7	48-7	13-3	14-9	45-9	42-9	35-4	19-4	33-2	26-2	8-1	8-1	42-6	39-3	15-50	.....	26-00-30-00	27
13-5	13-9	14-5	6-6	4-5	48-9	14-3	14-9	40-9	44-7	37-5	20-8	35-1	26-6	8-1	7-9	43-3	38-8	16-00	.....	29-00-33-50	28
14-4	14-5	14-9	6-5	4-4	40-6	....	15-6	41-8	46-0	36-4	20-4	32-9	26-0	8-6	8-5	40-3	39-3	16-00	.....	26-00-30-50	29
14-1	14-6	14-8	6-3	4-6	46-3	14-2	15-2	40-2	43-3	36-3	19-7	32-6	25-7	8-6	8-4	43-9	39-2	16-50	.....	26-50-30-50	30
13-0	13-6	14-6	6-7	3-7	49-5	....	13-9	44-5	43-7	36-1	18-4	34-7	26-1	8-5	8-7	44-5	39-6	14-63	.....	25-00-29-00	31
14-4	14-3	15-0	6-3	4-8	50-4	14-3	16-3	43-3	49-7	38-7	20-3	36-0	28-4	9-0	8-9	49-7	39-4	17-25	.....	23-00-27-00	32
13-6	14-1	14-4	7-1	4-0	43-9	13-3	14-9	41-2	44-7	35-0	19-6	34-5	25-8	8-6	8-4	46-7	39-3	16-00	.....	23-00-27-00	33
14-2	14-6	14-8	6-8	5-2	49-7	13-8	16-5	41-4	43-5	37-7	20-0	35-7	27-7	8-3	8-1	43-8	39-0	16-75	.....	31-00-35-00	34
14-2	14-3	15-0	6-3	4-3	45-0	13-6	14-0	42-6	47-7	37-0	20-0	34-7	26-6	8-6	8-5	48-4	38-9	16-50	.....	16-00-20-00	35
13-5	14-0	14-4	6-1	4-5	41-5	13-7	14-1	39-3	44-4	36-7	21-7	33-6	26-5	8-5	8-5	43-3	39-0	16-75	.....	24-00-28-00	36

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Pork															
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
37—Port Arthur.....	43.6	40.0	38.8	24.8	21.8	29.5	40.0	36.8	28.2	48.4	17.8	18.9	44.5	11.0	39.9	34.3	6.3	4.2	5.5	9.1	
38—St. Catharines.....	44.0	40.7	42.0	25.3	20.6	30.7	41.5	40.9	25.3	46.8	17.9	19.1	41.6	10.5	39.8	33.7	6.0	4.2	.....	8.9
39—St. Thomas.....	43.9	40.4	41.6	25.2	23.0	30.0	44.3	39.7	29.0	45.9	17.6	19.5	42.5	10.0	39.6	33.9	6.0	4.2	5.9	9.4	
40—Sarnia.....	42.8	39.9	40.9	26.0	21.0	32.2	43.0	37.9	29.7	45.9	18.3	19.6	43.8	10.0	40.2	32.7	6.0	4.0	6.1	9.4	
41—Sault Ste. Marie.....	43.2	40.1	38.4	26.8	21.9	.....	42.2	37.0	29.3	44.7	17.6	19.1	44.5	11.0	39.8	32.2	6.7	4.0	5.7	9.0
42—Stratford.....	41.4	39.5	39.8	25.8	22.8	.....	37.2	28.0	45.4	18.0	20.0	39.5	10.0	39.5	33.2	5.3	3.9	5.9	9.1	
43—Sudbury.....	43.7	40.0	40.7	25.8	23.1	28.4	39.8	37.1	29.1	43.7	18.2	19.6	42.8	11.0	39.6	33.2	6.7	4.2	6.4	9.2	
44—Timmins.....	44.5	40.7	41.9	26.3	21.5	29.5	43.7	38.6	28.5	44.7	18.8	19.5	47.1	12.0	39.8	34.6	6.7	4.3	5.4	9.4	
45—Toronto.....	44.1	40.4	41.6	25.6	22.8	30.9	43.3	38.9	25.0	49.8	17.7	19.1	44.2	11.0	40.2	37.9	6.7	4.2	5.4	8.7	
46—Welland.....	41.5	37.9	41.0	26.0	22.1	.....	38.2	27.6	43.4	17.6	19.4	38.5	11.0	40.0	35.4	6.7	4.2	5.3	8.9	
47—Windsor.....	43.2	40.1	41.4	25.0	23.4	31.0	42.9	38.7	28.8	45.9	17.8	19.2	42.4	11.0	39.3	35.5	6.0	4.2	5.3	8.9	
48—Woodstock.....	42.7	39.5	39.5	25.0	19.2	.....	37.5	26.0	45.0	17.2	19.1	40.9	10.0	39.4	32.0	6.0	3.8	5.9	8.8	
Manitoba—																					
49—Brandon.....	42.8	38.2	40.2	25.2	19.8	.....	36.8	25.0	46.6	16.8	21.1	41.0	10.0	37.9	34.0	7.1	3.8	5.7	8.9	
50—Winnipeg.....	42.0	37.7	34.1	24.5	21.6	27.5	40.8	36.7	29.3	47.5	17.0	19.5	41.8	9.0	37.4	34.6	8.0	3.7	5.3	8.8	
Saskatchewan—																					
51—Moose Jaw.....	42.4	37.8	38.2	23.8	18.6	.....	40.4	35.5	26.8	45.8	15.6	20.7	36.5	11.0	37.3	34.3	7.2	3.7	5.3	8.7
52—Prince Albert.....	36.2	33.2	33.0	22.8	17.4	.....	37.3	36.0	26.7	40.0	16.6	19.9	39.2	10.0	38.7	34.1	6.0	4.1	6.0	8.9
53—Regina.....	40.9	37.8	35.6	24.1	20.8	25.4	38.4	35.0	24.3	43.2	16.1	21.7	40.4	10.0	37.3	35.0	6.8	4.0	6.1	8.9	
54—Saskatoon.....	42.0	37.8	36.4	24.7	19.8	27.3	40.0	34.8	26.5	45.2	16.1	19.9	40.4	10.0	37.3	34.5	7.2	3.7	5.4	8.9	
Alberta—																					
55—Calgary.....	43.9	39.1	39.1	24.7	21.7	26.6	40.8	35.6	29.6	48.3	16.1	20.1	41.3	10.0	38.1	36.9	7.2	3.9	5.4	8.8	
56—Drumheller.....	40.5	37.0	37.7	24.0	20.0	.....	35.0	26.0	44.6	17.1	21.8	40.7	10.0	39.1	37.3	8.0	4.4	5.7	9.0	
57—Edmonton.....	40.2	35.5	37.5	22.3	20.5	26.7	36.7	34.3	25.5	45.1	15.8	20.1	42.4	10.0	37.5	35.1	7.2	3.9	5.3	8.7	
58—Lethbridge.....	40.6	36.8	36.4	24.0	19.0	25.3	39.7	34.6	26.0	44.0	15.9	21.0	41.4	10.0	38.0	.....	8.0	4.0	.....	8.7
British Columbia—																					
59—Nanaimo.....	46.7	42.3	45.0	27.3	24.3	.....	44.0	40.4	30.3	48.9	18.6	20.5	40.7	12.0	43.2	36.6	9.0	4.4	.....	9.2
60—New Westminster.....	44.9	40.1	41.9	25.8	24.1	.....	42.1	39.5	26.8	46.9	18.1	19.9	40.5	10.0	41.0	34.8	8.0	4.2	6.0	9.3
61—Prince Rupert.....	45.5	42.5	43.7	25.7	24.0	29.0	43.7	41.3	29.3	49.8	18.6	20.8	45.8	15.0	41.7	37.7	10.0	4.9	.....	9.6
62—Trail.....	44.4	40.6	43.5	25.8	25.0	29.2	44.4	39.8	29.4	45.9	18.0	22.6	37.0	13.0	39.9	34.1	9.0	4.2	5.9	9.3	
63—Vancouver.....	46.7	41.8	42.6	26.2	24.8	28.3	42.9	39.2	28.9	49.5	17.6	19.1	40.4	10.0	40.6	34.7	9.6	4.1	5.7	8.9	
64—Victoria.....	45.6	41.8	43.8	26.6	24.4	31.7	44.3	40.0	30.0	46.0	18.4	20.3	41.1	11.0	41.7	35.1	9.0	4.3	6.5	9.1	

COAL AND RENTALS IN CANADA, APRIL, 1945

Canned Vegetables																Sugar		Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar.	Corn syrup, per 2 lb. tin (c)	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14-1	14-5	14-2	6-2	4-7	56-1	14-1	16-9	43-1	50-2	37-8	19-4	36-5	25-0	8-5	8-4	41-9	38-1	16-80	.....	23-00-27-00	37
13-6	14-3	14-7	7-0	4-7	51-2	15-0	16-4	40-6	44-8	34-0	18-4	32-8	27-3	8-5	8-2	43-7	39-2	15-75	.....	27-00-31-00	38
14-0	14-7	14-8	6-3	5-6	48-0	14-3	15-4	46-5	44-4	35-3	21-0	33-4	26-7	8-7	8-6	45-1	39-5	16-00	.....	21-00-25-00	39
14-5	14-7	15-1	7-0	4-8	49-9	13-8	15-3	42-9	43-9	37-0	.....	33-4	26-5	8-8	8-7	44-5	39-4	16-50	.....	23-00-27-50	40
14-5	14-5	14-9	6-1	5-0	52-1	12-9	15-5	38-1	45-4	37-0	19-7	34-9	26-3	8-5	8-5	41-8	39-0	17-00	.....	23-00-27-00	41
14-5	14-0	14-9	6-0	4-6	43-5	13-8	14-8	41-3	44-0	35-3	20-3	33-5	26-5	8-8	8-6	44-8	38-7	16-00	.....	21-00-25-00	42
14-3	14-4	14-5	6-1	4-4	45-2	13-5	16-2	39-5	45-7	38-6	19-9	35-0	28-2	8-8	8-5	45-0	38-5	17-75	.....	28-00-32-00	43
15-0	14-7	14-9	6-3	5-4	53-4	13-7	15-5	43-1	55-5	39-7	19-6	35-2	28-0	8-8	8-8	39-3	38-8	19-50	.....	24-50-28-00	44
13-5	13-7	14-2	6-4	3-9	49-0	13-4	14-5	43-5	41-4	35-6	19-4	32-5	25-8	8-2	8-0	44-4	38-7	15-50	.....	32-50-36-50	45
13-8	13-7	14-4	9-1	4-1	49-8	.....	14-4	44-8	43-4	36-0	18-7	32-6	26-4	8-3	8-3	41-5	39-0	15-50	.....	.....	46
14-0	14-9	14-6	6-2	4-7	51-4	13-3	15-4	40-9	41-6	34-6	.....	33-1	26-7	8-2	8-0	40-9	38-5	16-00	.....	25-00-29-00	47
14-3	14-3	14-3	6-3	4-8	44-4	14-0	15-8	42-3	45-0	36-7	19-6	33-7	26-5	8-6	8-6	45-4	39-1	16-00	.....	22-00-26-00	48
15-6	14-8	15-4	7-2	5-3	41-7	14-1	16-8	41-5	43-0	.....	21-4	37-5	25-6	9-2	9-0	43-1	38-1	.....	8-37	21-00-25-00	49
15-4	15-6	15-8	7-2	3-7	47-4	13-2	16-6	41-6	41-7	39-3	21-6	36-5	24-9	9-0	8-9	37-6	37-8	.....	12-95	26-00-30-00	50
16-7	15-3	15-7	6-7	6-3	46-4	14-1	17-4	39-8	42-7	40-7	23-2	36-6	27-2	9-3	9-3	42-8	39-2	.....	10-30	21-00-25-50	51
15-9	16-3	16-6	7-3	6-8	40-8	15-5	16-2	40-6	44-3	39-6	23-3	38-3	28-6	10-0	9-6	39-6	37-8	.....	10-50	19-50-23-50	52
16-7	15-8	16-0	6-7	6-6	43-0	13-1	17-3	40-2	41-5	40-0	22-1	36-7	28-0	9-3	9-6	42-0	38-0	.....	11-50	27-50-31-50	53
17-1	16-0	16-7	7-3	5-8	38-2	15-2	16-9	43-9	44-8	39-3	22-3	37-8	27-3	9-7	9-8	44-2	37-7	.....	10-10	22-00-26-00	54
15-1	14-7	15-0	7-3	6-0	48-4	13-9	17-1	41-4	47-1	36-9	21-2	34-1	26-6	9-0	9-3	41-4	37-6	.....	8-25	26-00-30-00	55
17-3	16-1	16-2	7-8	6-3	48-5	13-1	17-2	47-1	48-0	40-3	22-9	35-7	28-6	9-5	9-7	42-5	38-0	.....	.....	20-00-24-00	56
15-1	14-9	15-4	7-3	5-8	43-0	14-2	16-8	46-5	41-2	38-3	21-3	34-2	25-8	9-1	9-3	43-1	37-6	.....	5-40	24-50-28-50	57
15-5	13-9	14-6	7-0	5-7	42-6	12-4	.....	40-8	45-0	.....	20-5	32-2	26-3	9-3	9-5	45-0	37-5	.....	4-90	22-00-26-00	58
15-0	15-0	15-3	7-9	5-3	59-5	11-3	16-7	41-0	37-0	37-7	20-3	30-8	25-0	8-9	8-8	40-8	38-1	.....	.....	17-00-21-00	59
14-9	14-1	15-0	7-4	4-9	49-8	11-3	16-1	41-9	36-1	36-0	20-4	33-2	25-0	7-9	7-8	36-4	38-4	.....	13-00	20-50-24-50	60
16-3	15-9	16-4	8-3	6-1	61-0	12-6	17-6	50-8	44-8	37-5	21-3	31-7	26-8	8-8	8-6	44-3	39-0	.....	13-65	20-00-24-00	61
15-0	15-2	15-9	8-4	4-8	52-4	12-7	.....	39-7	45-4	33-3	22-6	34-8	27-6	9-0	8-9	39-2	37-7	.....	10-75	23-00-27-00	62
14-8	14-6	14-7	7-4	5-2	53-1	10-7	15-3	42-0	38-6	37-5	20-0	30-3	24-3	8-0	8-0	39-2	37-8	.....	13-00	23-50-27-50	63
14-8	14-8	15-1	7-4	5-2	53-5	12-3	15-6	41-3	36-2	37-2	19-9	31-2	24-9	8-9	8-4	43-4	38-3	.....	13-25	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Corn Syrup changed from a 3½ pound jar to a 2 pound tin.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	Mar. 1926	Mar. 1929	Mar. 1933	Mar. 1940	Mar. 1941	Mar. 1942	Mar. 1943	Mar. 1944	Feb. 1945	Mar. 1945
All commodities.....	64.0	127.4	155.9	97.3	101.3	95.6	64.3	83.2	86.0	95.0	98.6	103.0	102.9	103.0
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	99.9	88.5	51.8	75.0	73.7	83.4	88.7	95.8	95.8	96.0
II. Animals and Their Pro- ducts.....	70.9	127.1	145.1	96.0	103.7	110.0	58.4	79.9	85.3	99.8	105.7	107.7	106.9	107.0
III. Fibres, Textiles and Tex- tile Products.....	58.2	157.1	176.5	101.7	103.1	92.8	67.7	84.0	85.3	92.1	91.9	91.9	91.7	91.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.4	94.9	62.7	86.7	92.4	101.1	107.2	118.0	118.3	118.3
V. Iron and Its Products....	68.9	156.9	168.4	104.6	100.6	93.5	85.0	102.6	108.5	115.4	116.0	117.1	117.2	117.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	103.1	107.1	59.8	76.4	77.7	77.8	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products....	56.8	82.3	112.2	107.0	101.7	92.7	84.8	87.7	91.5	98.5	99.8	102.9	102.7	103.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.9	95.0	81.8	85.6	93.3	104.4	100.4	100.0	100.1	100.1
Classified according to purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	101.9	94.6	69.3	83.2	86.2	95.2	96.5	98.0	97.4	97.5
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	102.3	98.8	59.8	79.7	83.4	96.6	101.4	102.6	101.7	101.9
Other Consumers' Goods.	62.2	91.9	126.3	101.4	101.7	91.8	75.7	85.6	88.1	94.2	93.3	94.9	94.6	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	100.7	96.1	59.5	79.9	81.3	87.4	92.8	100.2	100.4	100.7
Producers' Equipment....	55.1	81.9	108.6	104.1	103.3	94.1	87.1	96.6	102.4	108.2	111.7	119.1	120.0	121.1
Producers' Materials.....	69.1	139.0	171.0	98.2	100.4	96.3	56.4	78.0	78.9	85.1	90.7	98.1	98.2	98.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	101.4	100.6	75.1	94.1	100.6	114.9	119.3	127.5	127.9	127.9
Manufacturers' Materials.	69.5	148.1	177.3	95.8	100.2	95.4	53.2	75.3	75.2	80.1	85.9	93.1	93.2	93.4
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	100.8	88.1	52.5	72.2	72.4	80.8	84.9	91.2	90.9	91.0
B. Animal.....	70.1	129.0	146.0	95.9	104.2	107.0	59.5	82.1	86.2	97.3	101.4	101.2	100.9	100.9
C. Farm (Canadian)....	64.1	132.6	160.6	88.0	101.0	98.0	44.6	71.3	69.1	80.8	91.3	104.6	104.6	105.1
II. Marine.....	65.9	111.6	114.1	91.7	97.3	105.4	58.5	78.4	83.5	108.6	123.9	134.1	132.0	132.0
III. Forest.....	60.1	89.7	151.3	106.8	100.4	94.7	63.1	86.3	92.0	100.7	106.7	117.2	117.5	117.5
IV. Mineral.....	67.9	115.2	134.6	106.4	101.4	93.5	80.0	89.2	93.2	97.9	98.9	100.8	100.7	100.9
All raw (or partly manu- factured).....	63.8	120.8	154.1	94.7	101.7	96.6	52.1	76.3	78.9	88.5	95.7	104.9	104.5	104.7
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	101.5	93.2	67.8	81.9	84.3	92.0	93.3	93.8	93.8	93.7

oranges and raw leaf tobacco which outweighed declines in lemons and onions. In the animal products group increases for steers, hogs, lambs and eggs more than counterbalanced weakness in furs, calves and butter, to move the index up 0.1 to 107.0, while a gain of 0.4 to 103.1 in the non-metallic minerals group was due to a higher price for imported American bituminous coal. March index levels for the remaining groups were: fibres, textiles and textile products 91.7; wood, wood products and paper 118.3; iron and its

products 117.2; non-ferrous metals 79.7, and chemicals and allied products 100.1.

Higher price levels for both field and animal products were responsible for a gain of 0.5 to 105.1 in the composite index of Canadian farm products between February and March. Strength in prices of potatoes, hay and raw leaf tobacco outweighed a decrease in onions to advance field products 0.2 to 94.0, while a firmer tone for livestock and eggs was sufficient to move the animal products section up 0.9 to 123.6.

Price Movements in Canada and Other Countries

THERE was little net change in world wholesale price indexes in the first quarter of 1945 though the general trend continued upward. Between December 1944 and March 1945 the composite index of Canadian wholesale prices rose 0.5 points to 103.0 (1926=100). Increases were confined mainly to primary products, notably vegetables, livestock, raw furs and coal. The Bureau of Labor Statistics

wholesale index for the United States rose 0.5 points to 105.2 (1926=100) between December and February, influenced by higher quotations for farm products. Prices for home furnishings registered moderate increases during this period also. United Kingdom wholesale prices were steady as indicated by the Board of Trade index which remained unchanged between December and February at

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910 = 1000	1936-1939 = 1000	1936-1939 = 1000	180	1928-1930 = 1000
Base Period:	1926	(a)	1926	(b)	1930	(a)	July 1914	(g)	1910 = 1000	1938 = 1000	(d)	1936-1939 = 1000	1928-1930 = 1000	(b)
1913.....	64.0	79.1	69.8	70.7	100	100	100	100	1125	814	.....	.....	748	628
1914.....	65.5	79.7	68.1	71.8	.....	(g)	.....	.....	1090	805	.....	.....	805	676
1915.....	70.4	80.7	69.5	72.5	123	123	146	100	1204	808	.....	.....	882	724
1916.....	84.3	87.0	85.5	77.9	176	176	203	100	1583	986	.....	.....	1024	786
1917.....	114.3	102.4	117.5	91.6	203	203	215	204	1793	1064	.....	.....	1225	850
1918.....	127.4	115.6	131.3	107.5	215	215	224	.....	1854	1177	.....	.....	1282	912
1919.....	134.0	126.5	138.6	123.8	249	249	226	.....	2000	1458	.....	.....	1536	1019
1920.....	155.9	145.4	154.4	143.0	283	283	191.2	.....	1805	1320	.....	.....	1428	1034
1921.....	110.0	129.9	97.6	127.7	.....	.....	167.5	.....	1101	1063	.....	.....	1194	952
1922.....	97.3	120.4	96.7	119.7	.....	.....	144.5	.....	1387	1069	.....	.....	1053	1010
1926.....	100.0	121.8	100.0	126.4	.....	.....	144.6	.....	1358	1066	.....	.....	994	1006
1928.....	96.4	120.5	96.7	122.6	.....	.....	141.2	.....	1305	1066	.....	.....	988	981
1929.....	95.6	121.7	95.3	122.5	.....	.....	141.2	.....	1305	1066	.....	.....	994	1004
1930.....	86.6	120.8	86.4	119.4	.....	.....	126.5	.....	1155	1041	.....	.....	988	981
1933.....	67.1	94.4	65.9	92.4	100.0	100.0	157	.....	1047	932	.....	.....	904	795
1938.....	78.6	102.2	78.6	100.8	85.7	85.7	140	.....	131	1047	.....	.....	1036	951
1939.....	75.4	101.5	77.1	99.4	101.4	101.4	156	.....	137	1174	.....	.....	1071	990
1940.....	82.9	105.6	78.6	100.2	102.8	102.8	158	.....	138	1146	.....	.....	1051	1035
1941.....	90.0	111.7	87.3	105.2	136.6	136.6	184	.....	151	1273	.....	.....	1311	1073
1942.....	95.7	117.0	98.8	115.2	152.6	152.6	199	.....	174	1398	.....	.....	1176	1109
1943.....	100.0	118.4	103.1	123.5	159.4	159.4	200	.....	193	1569	.....	.....	1416	1109
1944.....	102.5	118.0	104.0	123.5	162.8	162.8	199	.....	207	1706	.....	.....	1513	1003
1944—March.....	103.0	119.0	103.8	123.8	.....	.....	201	.....	202	1766	.....	.....	1558	1003
April.....	102.9	119.1	103.9	124.6	164.9	164.9	200	.....	202	1765	.....	.....	1558	1005
May.....	102.5	119.2	104.0	125.1	165.5	165.5	200	.....	207	1773	.....	.....	1558	1005
June.....	102.5	119.0	104.3	125.4	166.1	166.1	200	.....	207	1773	.....	.....	1565	1001
July.....	102.5	119.0	104.1	126.1	167.1	167.1	200	.....	207	1773	.....	.....	1565	1001
August.....	102.3	118.9	103.9	126.4	167.5	167.5	202	.....	208	1773	.....	.....	1566	1001
September.....	102.4	118.8	104.0	126.5	167.7	167.7	202	.....	208	1773	.....	.....	1566	1001
October.....	102.3	118.6	104.1	126.5	167.7	167.7	202	.....	208	1773	.....	.....	1566	1001
November.....	102.4	118.9	104.1	126.6	167.9	167.9	201	.....	208	1773	.....	.....	1566	1001
December.....	102.5	118.5	104.4	127.0	167.2	167.2	201	.....	208	1773	.....	.....	1566	1001
1945—January.....	102.8	118.6	104.9	127.1	167.2	167.2	202	.....	209	1775	.....	.....	1570	1004
February.....	102.9	118.6	105.2	126.8	.....	.....	202	.....	.....	.....	.....	.....	.....	.....
March.....	103.0	118.7	.....	.....	.....	.....	202	.....	.....	.....	.....	.....	.....	.....
April.....	.....	118.7	.....	.....	.....	.....	202	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

167.2 (1930=100). Indexes for Latin-American countries continued to advance. The Argentine wholesale series on the base 1926=100 touched 217.0 in February 1945 compared with 215.7 in December, while a similar series for Chile reached a new peak of 879.7 in December 1944. In the Far East, the Indian index (Calcutta series) weakened slightly to 299 in January as compared with 301 in December. Cereals were lower while tea and raw cotton prices were higher. Australian wholesale prices moved slightly higher at the beginning of 1945, the composite index closing up 2 points at 1402 (July 1936-June 1939=1000) while the official series for New Zealand moved down 7 points to 1570 (1926-30=1000).

Movements in living cost indexes closely paralleled wholesale price changes in the opening quarter of 1945. Higher food prices were mainly responsible for a gain of 0.2 to 118.7 (1935-39=100) in the Canadian cost-of-

living index between December and March, while living costs in the United States moved down 0.2 to 126.8 (1935-39=100) between December and February, due mainly to a reduction in foods. On the base July, 1914=100, the United Kingdom cost-of-living series moved up 1 point to 202 between December and January where it remained until March. Australian living costs declined in the first quarter of 1945; an index for six capital cities eased 4 points to 1266 (June 1939=1000) in March, with lower clothing prices responsible for the reduction. In South America, the Peruvian cost-of-living index reached 193.2 (1913=100) in January or 3.9 points over December and reflected higher price levels for foods and miscellaneous items. An index of living costs for 9 towns in South Africa recorded a gain of 4 points to 1315 (1938=1000) in the opening month of 1945.

Industrial Hygiene in Ontario

One-third of the employees in manufacturing industries in Ontario were receiving physical examination by the spring of 1943, according to the nineteenth annual report of the Ontario Department of Health. The report also indicates that at that time there were 53 full-time and 162 part-time physicians and 479 graduate nurses employed on a retainer basis for the supervision of health. These are in addition to the number of "contract" physicians responsible for the treatment of illness of employees in unorganized territory in such industries as mining, pulp and paper manufacturing and lumbering. It is pointed out that "all such appointments have been made on a purely voluntary basis by employers who realize the importance of general health and have acted accordingly."

The Division of Industrial Hygiene of the Department of Health supplied whatever advice and assistance it could to extend such services to plants that were not provided with them. Difficulties arising from war conditions, which have appropriated many physicians for the Armed Services, have retarded progress temporarily. However, assistance was given in the detection and control of special health hazards by the physicians, chemists and engineers of the Division. These services were not intended primarily for the treatment of disease, but were mainly for purposes of prevention. It is asserted that "employees respond to health service in the factory, if it is of a high standard and convenient."

An industrial nurse-consulting service was added to the Division during the year, which

kept in close touch with nurses in industry, so that they might be informed of the procedures which had been most effective in industry elsewhere.

The Division conducted numerous laboratory tests in connection with occupational diseases, such as lead poisoning, silicosis, skin eruptions and disabilities caused by exposure to noxious vapours and gases. To combat tuberculosis 48,127 workers received X-ray examinations. Of these, 591 cases were disclosed; 128 were probably active, 134 were doubtful and 329 were apparently old cases. Some 53 of these cases were undergoing treatment in sanatoria and others were under observation. The X-ray examinations also disclosed 559 abnormalities of the heart and great blood vessels.

The provincial chemical laboratory analysed during 1943, about 800 samples of materials from 25 types of industry, covering 187 companies and involving 92 visits to factories for observation or collection of air samples relative to a variety of health hazards.

Sanitary inspection of factory cafeterias served to emphasize the need for close attention, if food poisoning was to be avoided, especially in many small factories where maintenance of food facilities require improvement. This was notably the case in the matter of cleanliness of dishes and cooking utensils.

Owing to wartime conditions, some difficulty was encountered in obtaining a sufficient number of inspectors for sanitary supervision in unorganized communities in Northern Ontario.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at March 31, 1945

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

*Amended by Orders in Council P.C. 6367, August 10, 1943, and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT MARCH 31, 1945

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	247	336	348	736	640
Average monthly pension.....	24.53	24.75	24.69	24.54	24.23
* Percentage of pensioners to total population.....	.030	.036	.048	.159	.105
Dominion Government's contributions for quarter ended March 31, 1945.....	\$ 13,741 77	\$ 18,585 00	\$ 19,417 13	\$ 40,738 84	\$ 34,902 17
Amounts charged to War Appropriation for quarter ended March 31, 1945, and included in Dominion Government's contributions for the same period.....	\$ 2,800 00	\$ 3,841 11	\$ 3,991 32	\$ 8,351 80	\$ 7,370 51
Dominion Government's contributions April 1, 1944-March 31, 1945.....	\$ 54,289 17	\$ 73,302 49	\$ 85,129 83	\$161,588 00	\$140,039 16
Amounts charged to War Appropriation April 1, 1944-March 31, 1945 and, included in Dominion Government's contributions for the same period.....	\$ 11,010 59	\$ 14,917,31	\$ 24,101 73†	\$ 33,018 26	\$ 29,190 18
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$262,914 34	\$390,198 58	\$394,733 93	\$881,294 37	\$747,488 59
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$ 16,625 34	\$ 22,767 12	\$ 24,101 73	\$ 42,325 00	\$ 34,005 50

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,488	110	2,425	333	6,663
Average monthly pension.....	24.73	22.40	24.74	24.94	
* Percentage of pensioners to total population.....	.038	.121	.069	.039	
Dominion Government's contributions for quarter ended March 31, 1945.....	\$ 84,923 41	\$ 5,553 04	\$137,931 98	\$ 18,440 34	\$374,233 68
Amounts charged to War Appropriation for quarter ended March 31, 1945 and included in Dominion Government's contributions for the same period.....	\$ 18,188 83	\$ 1,110 61	\$ 28,280 34	\$ 3,870 56	\$ 77,805 08
Dominion Government's contributions April 1, 1944-March 31, 1945.....	\$331,210 30	\$ 22,011,81	\$530,168 53	\$ 74,238 68	\$1,471,977 97
Amounts charged to War Appropriation April 1, 1944-March 31, 1945 and included in Dominion Government's contributions for the same period.....	\$ 67,565 82	\$ 4,402 36	\$108,371 61	\$ 15,108 94	\$307,686 80
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$ 1,857,646 99	\$109,601 41	\$2,678,515 04	\$383,794 47	\$7,706,187 72
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contribution from inception of amendment to O.A.P. Act	\$ 92,097 91	\$ 6,653 58	\$164,788 80	\$ 22,982 03	\$426,347 01

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

† Dominion Government's contributions under War Appropriation for the period September 1, 1943-March 31, 1944, amounting to \$8,285.86 charged to 1944-45.

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT MARCH 31, 1945

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia ; Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	11,418	15,344	12,324	12,269	14,032	58,113
Average monthly pension.....	24.16	24.41	24.48	22.13	22.50	24.13
* Percentage of pensioners to total population.....	1.40	1.65	1.68	2.66	2.29	1.47
* Percentage of persons over 70 years of age to total population.....	3.06	4.94	4.10	4.55	5.23	4.99
* Percentage of pensioners to popula- tion over 70 years of age.....	45.67	33.36	41.08	58.42	43.85	29.35
Dominion Government's contribu- tions for quarter ended March 31, 1945.....	\$609,009 49	\$824,857 82	\$646,799 14	\$606,717 10	\$709,880 71	\$3,179,788 39
Amounts charged to War Appropria- tion for quarter ended March 31, 1945, included in Dominion Govern- ment's contributions for the same period.....	\$127,413 41	\$172,927 01	\$138,104 25	\$138,127 70	\$158,625 56	\$692,428 29
Dominion Government's contribu- tions April 1, 1944—Mar. 31/45.....	\$2,401,386 15	\$3,236,033 65	\$2,879,947 97	\$2,390,977 80	\$2,807,890 33	\$12,291,117 43
Amounts charged to War Appropria- tion April 1, 1944 to March 31, 1945, included in Dominion Govern- ment's contributions for the same period.....	\$499,215 89	\$675,236 34	\$837,434 30†	\$544,151 36	\$623,597 58	\$2,498,092 84
Dominion Government's contribu- tions from inception of Act.....	\$21,322,573 92	\$29,409,021 66	\$27,926,447 35	\$14,014,230 70	\$21,363,006 22	\$130,057,859 20
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of Act.....	\$714,848 14	\$1,000,470 60	\$837,434 30	\$583,702 29	\$675,856 30	\$3,348,651 83

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,884	49,289	12,827	12	187,512
Average monthly pension.....	18.63	23.95	24.68	24.17	
* Percentage of pensioners to total population.....	2.07	1.41	1.52	.10	
* Percentage of persons over 70 years of age to total population.....	6.59	3.20	3.43	1.52	
* Percentage of pensioners to popula- tion over 70 years of age.....	31.40	44.01	44.23	6.56	
Dominion Government's contribu- tions for quarter ended March 31, 1945.....	\$ 79,033 02	\$2,635,855 19	\$ 696,033 06	\$ 939 69	\$ 9,988,913 61
Amounts charged to War Appropria- tion for quarter ended March 31, 1945, included in Dominion Govern- ment's contributions for the same period.....	\$ 15,806 60	\$ 545,675 02	\$ 146,588 92	\$ 184 26	\$ 2,135,881 02
Dominion Government's contribu- tions April 1, 1944—March 31, 1945..	\$ 311,582 78	\$10,386,114 68	\$2,794,902 96	\$ 3,073 80	\$ 39,503,027 55
Amounts charged to War Appropria- tion April 1, 1944 to March 31, 1945, included in Dominion Govern- ment's contributions for the same period.....	\$ 62,316 54	\$2,156,425 47	\$ 583,085 80	\$ 578 14	\$ 8,480,134 06
Dominion Government's contribu- tions from inception of Act.....	\$2,244,929 50	\$ 66,058,847 62	\$ 26,330,741 96	\$ 27,786 73	\$338,755,444 86
Amounts charged to War Appropria- tion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of Act.....	\$ 93,530 12	\$3,292,330 01	\$ 875,915 47	\$ 889 16	\$ 11,423,628 22

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

† Dominion Government's contributions under War Appropriation for the period September 1, 1943—March 31, 1944, amounting to \$288,541.49 charged to 1944-45.

Fatal Industrial Accidents in Canada During the First Quarter of 1945

DURING the first quarter of 1945 there were 283 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 227 fatal accidents during the first quarter of 1944. Of the 283 fatalities during the period under review, 89 occurred in January, 100 in February and 94 in March. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary list of accidents not reported in time for inclusion in the reports covering the periods in which they occurred contain 41 fatalities for 1944.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the *LABOUR GAZETTE* and newspaper reports.

Classified by groups of industries the fatalities occurring during the first quarter of 1945 were as follows: agriculture, 18; logging, 31; mining, non-ferrous smelting and quarrying, 59; manufacturing, 59; construction, 22; central electric stations, 1; transportation and public utilities, 64; trade, 10; service, 19.

Of the mining accidents, 40 were in "metalliferous mining," 16 in "coal mining," two in "non-metallic mineral mining and quarrying, n.e.s." and one in "structural materials."

Of the accidents in manufacturing, four were in "vegetable foods, drink and tobacco," five in "textiles and clothing," six in "saw and planing mill products," two in "wood products," five in "pulp paper and paper products," 19 in "iron, steel and products," two in "non-ferrous metal products," four in "non-metallic mineral products," eight in "chemical and allied products," and four in "shipbuilding."

In construction there were 10 fatalities in "buildings and structures," two in "highway and bridge," and 10 in "miscellaneous."

In transportation and public utilities, there were 32 fatalities in "steam railways," 16 in "water transportation," seven in "air trans-

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1945, BY
GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A—Prime movers (engines, shafting, belts, etc.)		1		1	2			1					5
B—Working machines													
C—Hoisting apparatus (elevators, conveyers, etc.)				5	3								8
D—Dangerous substances (steam, electricity, flames, explosions, etc.)	2	3		4	12		1	9	1		5		37
E—Striking against or being struck by objects	1	1		1		1					1		12
F—Falling objects	2	17		34	8	4		2	4		3		74
G—Handling of objects		1		1	2				1				5
H—Tools													
I—Moving trains, vehicles, watercraft, etc.	6	4		4	4	12		47	2		4		83
J—Animals	3	2											5
K—Falls of persons	4	1		3	9	5		4	2		3		31
L—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)			1	6	12			1			3		23
Totals	18	31		59	59	22	1	64	10		19		283

portation," and nine in "local and highway transportation."

In trade there were five fatalities in "wholesale," and five in "retail."

Of the fatalities in service, 14 were in "public administration," one in "recreational," three in "personal, domestic and business," and one in "professional."

There was one disaster during the period under review which occurred in a mine, near Timmins, Ontario, on February 2, when a double deck mine cage plunged 1,500 feet to the bottom of a shaft, killing 16 miners who were in the cage when a hoist cable broke. The coroner's jury in its verdict attached no blame to anyone, but made recommendations for greater safety in mine hoisting operations.

A serious accident occurred on March 16, when a gasboat capsized in the treacherous waters of Seymour Narrows, B.C., and nine men employed by a dredging company were drowned. The men were attempting to string cables across from Maud Island to the main land, which were to support a drill barge while holes were being drilled and explosives placed, in an effort to remove Ripple Rock, which has been the cause of dangerous whirlpools in the Narrows.

When an explosion wrecked a freighter which was being loaded with explosives, at Vancouver, on March 6, eight men including six longshoremen and two crew members lost their lives and several others were injured in the fire following terrific explosions which rocked surrounding buildings, and broke many windows.

Other accidents involving the loss of two or more lives were as follows:

When a brick wall crashed down on a truck they were loading while demolishing a building, four labourers were killed, at Chicoutimi, Quebec, on March 24.

On March 8, two textiles chemicals plant workers were killed in an explosion that demolished the factory, in Hamilton, Ontario.

When an engine left the rails and went over an embankment, an engineer and a fireman were killed, at Brantford, Ontario, on February 1.

In aircraft ferrying, a pilot and a radio officer were killed in a plane crash, at Amherst, N.S., on February 4, and on February 6, a pilot, a co-pilot and a radio officer lost their lives in a plane crash en route from Dorval, Quebec, to Bermuda.

While engaged in snow removal, two labourers were asphyxiated by carbon monoxide gas in the cab of a tractor, at Sherbrooke, Quebec, on January 17. Two firemen lost their lives when crushed under a collapsing wall during a fire, at Winnipeg, Manitoba, on March 24.

Supplementary List of Accidents

A supplementary list of accidents occurring in 1944 has been compiled which contains 41 fatalities, of which five were in logging, six in fishing and trapping, four in mining, non-ferrous smelting and quarrying, seven in manufacturing, one in construction, 13 in transportation and public utilities, three in trade, and two in service. One of these accidents occurred in February, one in May, one in July, one in August, three in September, one in October, six in November and 27 in December.

Workmen's Compensation in Nova Scotia and Manitoba

THE Annual Reports for the year 1944 of the Workmen's Compensation Boards of Nova Scotia, New Brunswick and Manitoba

have recently been issued. A brief summary of each of these Reports appears below.

Nova Scotia

Rising industrial activity during the early years of the war was paralleled by a steady increase in the number of industrial accidents in Nova Scotia. This was indicated in the report of the Workmen's Compensation Board for that province for the calendar year 1944. There were, however, 1,048 fewer such accidents in 1943 as compared with 1942, but in 1944 the number had increased by 361 over 1943. The total number of accidents for each

of the past four years (1940-1944) was as follows: 1940, 14,699; 1941, 16,819; 1942, 19,714; 1943, 18,666; 1944, 19,027.

Industrial accidents during 1944 were classified as follows:

Fatal accidents, dependency established and compensation commenced.....	48
Fatal accidents, burial expenses paid, no dependents	10

Fatal accidents reported, pending adjustment	3
Accidents causing permanent partial disability	157
Accidents causing total disability for seven days or over	8,732
Accidents where medical aid only was paid	7,299
Accidents pending adjustment, no payments	1,813
Accidents not compensable (other than fatal)	965
Total	19,027

The seven classes of industries from which assessments were derived, together with the amounts contributed by each in 1944 were as follows:

Mining	\$1,384,496.20
Lumbering and woodworking....	340,662.37
Iron and Steel.....	330,208.43
Manufacturing and operating not otherwise specified	185,527.03
Building and construction.....	211,632.91
Public utilities	130,845.86
Transportation	543,981.12
Total	\$3,127,353.92

The report points out that as industry must pay the total cost of compensation for industrial accidents, there was a tangible incentive to prevent such accidents in every way possible. The total of all payrolls on which assessments were levied in 1944 exceeded \$120,680,000 and represented the activities of nearly 3,000 employers.

Assessment rates for the various groups in all classes of industries vary as the accumulated experience for each of the seven industrial classes assessed, changes. The average assessment rate for 1944 was \$2.53 and for 1943, \$2.43 per \$100 of payroll.

Penalties, interest and estimated adjustments increased the total income to \$3,357,512.50.

The total expenditure, actual and estimated for 1944 amounted to \$3,354,727.74 under the following headings: Compensation paid other than pensions, \$514,442.45; transferred to reserves for pension awards, \$337,559.76; paid for medical aid, \$114,946.90; administration, \$128,242.31; safety association, \$12,253.21; compensation estimated outstanding \$2,190,478.11; estimated to complete medical aid claims, \$56,805.

Manitoba

A total of 16,229 accidents were reported during 1944 to the Manitoba Workmen's Compensation Board, according to its report covering the operations of the Board during the last calendar year. Accidents in 1943 numbered 16,387 including 48 fatalities. Details of the accidents as reported by the various groups for the last two years are as follows:

Group	1943	1944
Steam railways	2,391	2,410
Province of Manitoba.....	222	208
City of Winnipeg.....	356	383
General body of employers....	12,124	11,539
Winnipeg Electric Co.	237	237
Dominion Government	1,057	1,452
Total	16,387	16,229

The report also shows, that on December 31, 1944, the Board had on its books as in receipt of pension 557 dependents of workmen killed

in industry during the period March 1, 1917 to December 31, 1944.

The total actual payroll for all classes for 1943 was \$113,314,436.02. The largest group was that of the general body of employers with a total of \$68,874,780, while the Canadian Pacific and the Canadian National railways had payrolls of \$11,988,789.97 and \$14,186,442.77 respectively.

During 1944, the actual cash disbursed by the Board (less investments) amounted to \$1,304,374.09, as compared with \$1,229,221.86 disbursed during 1943.

The report also contains a detailed analysis of compensable accident claims for 1943. The accident claims were classified by causes as follows: Prime movers, 177; working machines, 514; hoisting apparatus, 117; dangerous substances, 365; stepping on or striking against objects, 754; falling objects, 815; handling objects, 1,618; tools, 421; runaways and animals, 81; moving trains and vehicles, 202; falls of persons, 1,094; all other causes, 503.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLV]

JUNE, 1945

[NUMBER 6

Notes of Current Interest

War production continues until defeat of Japan

On May 9, Hon. C. D. Howe, Minister of Munitions and Supply, issued a statement dealing with Canada's plans for war production during the war against Japan.

"Now that victory in Europe has been officially declared, Canadian war plants must concentrate their effort toward the quick defeat of Japan," he stated.

The Minister emphasized that Canadian war production will continue at a high level. He said that plans developed in readiness for V-E Day, or entry into Stage 2 of the war, will go into effect immediately. He appealed to all war plant personnel to stay on the job and see the war through to a definite and victorious conclusion.

Anticipating the collapse of Germany, which now has become a reality, readjustments in various programs already have been made, with the result that the general change-over will not have so marked an effect on the Canadian economy as otherwise would have been the case.

"In short," said Mr. Howe, "the entry into Stage 2 of the war and the gradual conversion from war to peacetime production, having been planned for in advance, will be effected with a minimum of disturbance."

Briefly, Canada's war production picture for the immediate future, based on present information supplied by the United Kingdom and the United States, is as follows:

Aircraft: Production will continue indefinitely with emphasis on most recent models of combat aircraft and with reduction of trainer plane output.

Shipbuilding: Continued high rate of deliveries well into 1946. The ship repairs program, already substantial, may increase.

Gun and small arms ammunition: Progressive cutback, possibly by as much as 50 per cent of the present rate by the end of the year.

Chemicals and explosives: Cutback in explosives in line with ammunition demands. Chemical production for agricultural and other industrial needs will continue at high rate.

Armoured vehicles: Production will decline sharply.

Automotive vehicles: Partial conversion from military to civilian requirements will keep factories fully engaged.

Railway equipment: Production will continue at an even higher rate to supply domestic and foreign demands.

Instruments and signals devices: Cutback already in effect. Present production rate will not change materially.

Defence construction: Program virtually completed.

Miscellaneous military stores: Not much change with demands continuing heavy.

Raw and semi-processed materials: War and civilian demands will continue to be heavy.

"Production of civilian necessities, so long deferred by the war, together with production for export to the liberated countries, will absorb manpower released by a lessening of war production, and this summer the labour demand will still be heavy," Mr. Howe stated.

The Minister paid tribute to the plans already laid by most of Canada's industries for this period, in many of which the reconversion will mean simply the moving of workers from one machine to another.

Employment and industrial statistics The table on page 793 shows the latest statistics available reflecting industrial conditions in Canada.

In conformity with the trend in twenty of the previous twenty-four years of the record, industrial employment throughout Canada showed curtailment at the beginning of April, according to figures published by the Dominion Bureau of Statistics. This is the fourth successive month in which the index has receded. The general decline approximated that reported at April 1; 1944. Comparative index figures to the 176.9 for April 1 are 178.2 for March 1, 180.5 on April 1, 1944 and 104.9 for April 1, 1939. The seasonally-adjusted index showed an upward movement, advancing from 185.7 at March 1 to 187.4 at the date under review.

The 15,189 firms reporting to the Bureau showed a total working force of 1,803,015 at the date under review, which was a reduction of 0.7 per cent from the month preceding. The weekly salaries and wages paid to these employees decreased by 3.2 per cent to \$57,694,461, due to loss of working time during the Easter holidays as well as from reductions in personnel. Per capita weekly earnings declined to \$32.00 at April 1 from \$32.81 at the previous month and \$32.37 at April 1 of last year.

Most of the employment recession took place in manufacturing and logging. The contraction in manufacturing as a whole was contra-seasonal, although it repeats that indicated a year earlier; there was a moderate decline in the production of both durable and non-durable manufactured goods. The largest losses were in iron and steel and animal foods. On the other hand, greater activity was noted in lumber and non-ferrous metal products and in communications, transportation, services and trade. The greatest expansion, seasonal in character, was in transportation and trade.

The physical volume of business increased to 232.2 in April from 225.2 in March. While manufacturing remained unchanged at 271.1 and construction declined from 172.3 to 162.9, mineral production increased from 173.5 to

183.2, electric power from 154.2 to 165.5 and the index for the distribution of goods from 177.9 to 190.7.

Logging and lumbering brought under Unemployment Insurance

Two Orders in Council of May 17 gave the Unemployment Insurance Commission authority to include employees of the lumbering and logging industries under the Unemployment Insurance Act. This action followed extended inquiries across Canada into the conditions in these industries with respect to unemployment insurance, by the Unemployment Insurance Advisory Committee. Details of the new orders and the manner of their application will be found elsewhere in this issue in the section, *Activities of Unemployment Insurance Commission*.

To commence manufacture of automobiles for civilians

Canadian automobile manufacturers have been given permits to make a total of 10,000 passenger cars this year, according to an announcement made by Hon. C. D. Howe, Minister of Munitions and Supply, on June 1.

The cars will all be allocated to essential users, such as doctors, nurses, police, fire-fighters, taxi operators, and others whose services are necessary, by the Motor Vehicle Control. Mr. Howe stated that manufacture is likely to begin during the last quarter of this year, manufacturing permits having been mailed to General Motors of Canada Limited, Chrysler Corporation of Canada Limited, and Ford Motor Company of Canada Limited.

The Minister said the three companies will be free to make any models they wish, but the cars must be in the low-price field. "In all likelihood the companies will find it expedient to concentrate on making sedans and coaches," he said.

With some manufacturers' changes in body lines, the new cars will be 1946 models. They will embody some of the improvements in engineering design developed during the war. Sufficient nickel and chrome will be available to make possible a bright finish on bumpers, trim, and other parts, and thus the cars will be even better looking than their predecessors. The price of the new cars will be determined by the Wartime Prices and Trade Board.

"The manufacturers are permitted to get their car production under way as soon as they like", said Mr. Howe. "However, they will not be allowed to shelve the production of war and essential civilian trucks. Present schedules call for an output in 1945 of 130,000 military trucks, plus trucks for UNRRA and liberated countries, and for essential civilian

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA
(Official statistics except where noted)

	1945			1944		
	May	April	March	May	April	March
Employment Index (1)		176.9	178.2	178.2	180.5	181.7
Unemployment percentage (trade union members)..... (2)		0.7			0.9	
Unemployment Insurance claims.....		8,430	13,307	4,654	6,463	10,667
Index numbers, aggregate weekly payrolls..... (3)		144.1	148.8	146.2	148.6	149.1
Per capita weekly earnings..... \$		32.00	32.81	32.26	32.37	32.27
Prices, Wholesale Index (4)		103.4	103.0	102.5	102.9	103.0
Cost of Living Index (5)	119.0	118.7	118.7	119.2	118.5	119.0
Retail sales unadjusted index..... (6)			194.9	176.7	176.8	165.4
Retail sales adjusted index..... (6)			202.4	169.1	175.3	177.4
Wholesale sales..... (6)		195.5	201.8	195.2	173.0	190.9
Common stocks index..... (6)	196.8	94.2	93.2	79.9	79.3	81.5
Preferred stocks index..... (6)		130.3	130.9	118.5	118.7	119.2
Bond yields, Dominion index..... (6)	196.0	96.0	96.3	97.2	97.3	97.3
Physical Volume of Business Index (6)		232.2	225.2	241.8	239.5	247.8
INDUSTRIAL PRODUCTION (6)		232.2	248.0	272.3	270.0	282.7
Mineral Production..... (6)		183.2	173.5	238.8	247.5	262.6
Manufacturing..... (6)		271.1	271.1	297.3	291.3	300.5
Construction..... (6)		162.9	172.3	109.2	140.2	201.8
Electric power..... (6)		165.5	154.2	165.0	153.1	154.7
DISTRIBUTION (6)		190.7	177.9	178.6	176.2	175.4
Carloadings..... (6)		148.7	150.8	159.6	146.1	156.7
Tons carried, freight..... (6)		215.3	197.5	221.3	213.4	217.5
Trade, external, excluding gold... \$		451,938,186	439,492,758	529,887,430	424,167,523	440,728,409
Imports, excluding gold..... \$		133,827,107	132,486,072	159,038,099	137,487,106	150,785,685
Exports, excluding gold..... \$		312,322,645	301,715,227	368,356,855	282,890,613	282,782,299
Bank debits to individual accounts..... \$		4,855,104,943	5,328,957,709	6,652,617,362	4,561,260,374	4,773,277,391
Bank notes in circulation..... (6) \$		965,900,000	928,300,000	837,200,000	836,500,000	801,000,000
Bank deposits in savings..... \$		2,734,670,125	2,724,692,099	2,093,865,155	2,253,671,574	2,225,417,472
Bank loans, commercial, etc..... \$		1,022,510,668	1,066,861,266	1,117,464,938	866,976,698	930,914,937
Railway—						
Car loadings, revenue freight cars..... (7)	272,239	280,105	272,008	282,760	272,724	277,775
Canadian National Railway operating revenues..... \$			32,403,100	32,138,400	30,862,400	33,492,700
operating expenses..... \$			25,786,894	25,900,880	24,995,932	26,386,168
Canadian Pacific Railway traffic earnings..... \$		26,400,245	26,382,817	27,316,649	25,753,427	27,119,666
Canadian Pacific Railway operating expenses, all lines. \$		23,386,362	23,778,920	22,846,290	21,848,861	23,230,798
Steam railways, freight in ton-miles.....			5,563,347,000	5,768,503,000	5,342,089,000	5,533,693,000
Building permits..... \$		17,352,020	12,786,815	17,838,508	13,611,306	7,091,253
Contracts awarded..... (7) \$	38,271,400	34,296,100	19,651,400	31,694,500	27,696,000	31,019,000
Mineral production—						
Pig iron..... tons		156,070	165,517	175,207	170,364	168,047
Steel ingots and castings..... tons		274,213	277,461	263,431	260,825	275,539
Ferro-alloys..... tons		18,350	16,434	15,876	12,818	12,391
Gold..... ounces			228,687	256,837	244,804	266,644
Coal..... tons			1,467,482	1,289,723	1,236,073	1,546,416
Copper..... pounds			45,931,335	47,843,032	45,239,782	48,472,036
Nickel..... pounds			23,514,627	24,023,396	23,160,550	25,288,828
Lead..... pounds			35,169,939	20,491,362	25,270,297	24,264,103
Zinc..... pounds			47,697,136	45,646,454	43,359,215	46,049,214
Timber scaled in British Columbia bd. ft.		234,704,914	211,300,000	264,000,535	284,671,498	235,465,957
Flour production..... bbls.		2,126,235	2,160,706	1,962,264	1,948,537	2,267,307
Footwear production..... pairs		3,275,381	3,392,589	3,200,891	2,908,348	3,340,343
Output of central electric stations..... k.w.h.		3,534,157,000	3,586,511,000	3,584,515,000	3,277,198,000	3,515,052,000
Sales of insurance..... \$		57,121,000	53,854,000	52,857,000	52,619,000	54,366,000
Newsprint production..... tons		245,430	263,776	262,467	236,000	252,092

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended May 24, 1945.

(1) Base 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended May 26, 1945, and corresponding previous periods. (8) Maclean's Building Review.

needs. In addition, large numbers of trailers are on order, principally for use against the Japanese.

"Despite military commitments, it is expected that production of passenger cars in Canada will commence at about the same time as production in the United States."

The Minister promised that details of how the cars will be allocated will be made public as soon as these are ready. "Meanwhile, all we can say is that essential users, such as doctors, nurses, police, firefighters, taxi operators, and others whose services are necessary, will continue to be given preference," he said.

Commission continues study of coal industry Members of the Royal Commission on Coal recently returned to Ottawa from the United States after completing a visit to the coal fields of West Virginia, Virginia, Kentucky and Alabama. While in the United States, the Commission party also visited Cincinnati, Pittsburgh and Washington, where they reviewed river transportation facilities, research laboratories and other matters of vital interest to the Commission's inquiry. This visit to the United States was made at the completion of the sittings of the Commission in Western Canada which ended on April 26 at Winnipeg.

Up to the present, the Commission has held public sittings in two of the Maritime Provinces and in the four Western Provinces. In January and February, evidence was taken in Sydney, Halifax, Kentville, New Glasgow and Amherst in the Province of Nova Scotia and in Fredericton, New Brunswick. From March 26 to April 26, hearings were held in Vancouver, B.C., Calgary and Edmonton, Alberta, Regina, Saskatchewan, and Winnipeg, Manitoba. Extensive visits were made to the coal mining areas coincident with the sittings of the Commission in the coal producing provinces.

Generally speaking, the Commission has confined its evidence to date to production questions. To complete this evidence on the production of coal in Canada, further sittings are to be held in Sydney, Nova Scotia. At that time, the Dominion Steel & Coal Company will present further detailed information requested by the Commission at the conclusion of its January sittings in Sydney. The United Mine Workers of America, District 26, are also expected to present a brief, and the Nova Scotia Provincial Government will be presenting a supplementary brief to the submission presented by the Provincial Department of Mines in Halifax in February last.

In the course of the study of the distribution of coal in Canada, the Provinces of Quebec,

Ontario and Prince Edward Island will be visited. It is thought likely that sittings will be confined to Quebec, Montreal, Toronto, Hamilton, Ottawa and Charlottetown.

To date, some one hundred and sixty-eight exhibits are on the files of the Commission. Of these documents, sixty-one are submissions to the Commission, the other exhibits consisting of supporting data, maps, studies of special problems, etc. Thirty-two of the submissions have been made by coal operators or their associations; fifteen by coal dealers or their associations; five by provincial governments; eight by municipal bodies; six by trade unions; six by boards of trade, and eleven by other community organizations.

At the present time, the staff of the Commission is engaged in the study of material already presented to the Commission and in preparing for further sittings.

A number of special studies are being carried out on behalf of the Commission. For these studies, the services of various specialists have been retained. Dr. L. E. Young, Mining Engineer Consultant of Pittsburgh, U.S.A., is advising the Commission on mining engineering questions. Mr. J. R. Donald, of J. T. Donald and Company, Limited, Montreal, has been retained to study for the Commission problems relating to chemical engineering, carbonization, direct and indirect hydrogenation, etc. Mr. K. J. Morrison, of Harvey, Morrison & Company, Accountants, Calgary, will report on the financial structure and problems of the industry. Mr. Rand H. Matheson, Transportation Manager of the Maritime Transportation Commission, is studying transportation aspects of the coal industry.

Survey of opportunities for training of women Through the Women's Divisions of the National Employment Service, a survey is being made in leading centres of occupations and industries into which women may be trained for post-war employment. The survey was decided upon after a recommendation by the departmental Committee on Post-War Training, headed by L. E. Westman and Mrs. Rex Eaton, Associate Directors of National Selective Service (L.G., March, 1945, p. 265).

It relates mainly to those industries and occupations in the different localities which offer a large measure of continuous employment during the transition and post-war periods. The results are expected to indicate the number of women who will be offering for employment who are already trained and qualified, the probable annual demand for new workers, and the workers who could be most appropriately trained for the jobs.

For the present the emphasis will be upon employment training, although later apprenticeship and training on the job will be given consideration.

The survey relates to household employment, as well as to hotels and restaurants, commerce and industry.

It is hoped that the survey will be completed in the field not later than July 1.

Conciliation proceedings under labour code The Wartime Labour Relations Regulations provide conciliation procedure for the settlement of disputes where negotiations for an agreement following certification of bargaining representatives or negotiations for the renewal of an existing agreement have been unsuccessfully continued for thirty days.

The fact that this procedure was invoked in only 82 cases during 1944, the first year of operation of the Regulations, although over 1,100 certifications were granted, indicates that in a very high proportion of cases agreements were reached by the parties concerned without undue difficulty. Only one strike occurred in the 82 cases.

Conciliation procedure is as follows: An application for intervention under the Regulations is made either to the Wartime Labour Relations Board (National) or to one of the provincial boards within its respective jurisdiction. Where the board concerned is satisfied that the application is in accordance with the requirements of the Regulations, it is referred to the Minister of Labour who thereupon instructs a Conciliation Officer to confer with the parties and attempt to effect an agreement. After investigation the case the Conciliation Officer must report to the Minister indicating the facts of the case and advising whether in his view an agreement might be facilitated by the appointment of a Conciliation Board.

Where the Conciliation Officer is unable to effect a settlement, the Minister may appoint a 3 man Conciliation Board. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters on which they have not agreed, and to report the result of its endeavours and its findings and recommendations to the Minister. The recommendations of such boards are not binding on the parties.

Of the 82 cases dealt with during 1944, 37 were considered closed by the end of the year. In 13 of these, settlements were effected by conciliation officers. Fifteen cases were under investigation by conciliation officers at December 31.

Fifty-four Boards of Conciliation were established, of which twenty-four completed their proceedings by the end of the year. Settlements were effected by five of these. Of the nineteen cases where board reports were made, the Department was advised that agreements have since been signed in thirteen cases. Six cases remain unsettled.

Proposals for changes in labour code The Minister of Labour, Honourable Humphrey Mitchell, on May 29 issued the following statement dealing with proposals for changes in the labour code:

"Representations seeking the amendment of the Wartime Labour Relations Regulations, P.C. 1003, have been made to the Government directly and through the Department of Labour. The representations have come from provincial authorities, central labour organizations, employers' organizations and, in several cases, individuals.

"In April, amendments were suggested by the Trades and Labour Congress of Canada and the Canadian Congress of Labour (L.G., May, 1945, pp. 636, 641), and strong recommendations have been received since that time to have the proposals implemented.

"On receipt of the various proposals for amendments, I took the position that all those who participated in drafting the Regulations as they now stand should be allowed to consider the revisions suggested before any amendments were submitted to the Dominion Government for approval. Accordingly, I instructed my officers in the Department to invite the reaction of the various provincial authorities, the central labour organizations and employers' organizations.

"The replies received to date indicate that the various provincial administrations and employers' organizations desire time in which to study the proposals made by the central labour bodies. In addition, there is some considerable difference of opinion reflected in the replies received and suggestions have been made that before serious consideration is given the proposed amendments, a conference be called in order to allow all parties to present their views."

Change in vice-chairmanship of Labour Relations Board Mr. Justice J. N. Francoeur recently submitted his resignation as Vice-Chairman of the Wartime Labour Relations Board (National).

On May 8 Mr. A. H. Brown of the Department of Labour was appointed as Vice-Chairman of the Board to fill the vacancy created by Mr. Justice Francoeur's resignation.

Appointment of labour representatives to Reconstruction Committee Labour organizations have named their representatives to the Labour Committee appointed to co-operate with H. Carl Goldenberg, Labour Adviser of the Department of Reconstruction.

(Reference to the establishment of this committee was made on page 620 of the May issue of the **LABOUR GAZETTE**.)

The Committee will proceed to draft plans and procedures for regular meetings between the Minister of Reconstruction and representatives of organized labour, with a view to the co-operation and assistance of labour in formulating and implementing the policies of the new Department.

The members of the Committee, appointed on the recommendation of the respective organizations, are: John W. Bruce, Chairman of the Committee on Reconstruction and Rehabilitation, Trades and Labour Congress of Canada; Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour; Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour; and A. J. Kelly, Chairman, Dominion Joint Legislative Committee of the Railroad Transportation Brotherhoods.

Royal Commission on Veterans' Qualifications Reference was made in the May issue of the **LABOUR GAZETTE** (p. 726) to the appointment of a Royal Commission on Veterans' Qualifications which has been assigned the task of studying the credit that may be given members of the Armed Forces on their discharge for "trades, technical or other educational training or experience gained while in the Armed Forces."

The Commission held a two-day meeting in Ottawa on May 11 and 12. In opening the meeting Col. Wilfrid Bovey of Montreal, Commission chairman, stressed the importance of the Commission and asked the co-operation of Provincial Governments, trade unions, and other groups with a responsibility or interest in detailed arrangements for the return of members of the Armed Services to civilian life, and more especially to civilian jobs.

After indicating the great variety of educational and occupational courses given to members of the Armed Services, both as part of military training and for cultural improvement (as in the case of the Canadian Legion Educational Services and special courses operated by the Armed Services themselves) the chairman suggested that the Commission should make arrangements so that each person discharged from the Armed Services would be

provided with a certificate showing his educational and occupational improvement as a result of the training which has followed enlistment.

Colonel Bovey laid emphasis upon the part of the Provincial Governments in relation to the work of the Commission, particularly in regard to recognition of educational courses. In this connection he said: "It will then be our duty to visit each Provincial Government since these alone are responsible for the granting of educational certificates and to make such arrangements with them as will result in ex-service personnel being in possession of suitable documents."

The chairman announced that the three Defence Departments have already undertaken the preparation of reports covering all types of instruction given within the Forces, and that one highly qualified officer from each Service has been assigned to the Commission as a technical adviser.

Stressing the "appalling importance" of the task facing the Commission, the chairman expressed confidence that its task will be accomplished expeditiously and satisfactorily, with the co-operation of the Provinces, trade unions, employers and Federal Departments which may be in a position to assist.

Mr. Arthur MacNamara, Deputy Minister of Labour, addressing the Commission, said that the Department of Labour views the field to be covered in the enquiry as of vital importance in satisfactorily re-establishing members of the Armed Services in civilian employment.

The Commission decided to recommend that advantage be taken at once of the new facilities provided in the Province of Quebec under recent legislation to assist apprenticeship, and to provide for the re-training of handicapped personnel.

Headquarters of the Commission are to be at Montreal.

In addition to the chairman, the other five members of the Commission were at the meeting—D. S. Lyons, Vice-President of the International Association of Machinists, Montreal; Stuart R. Ross, of the Windsor Vocational School staff; J. C. G. Herwig, Canadian Legion, Ottawa; F. W. Smelts, Regional Director of Selective Service, Vancouver; and Hector Dupuis, Regional Director of Selective Service, Montreal.

Commander A. E. Fortington of Ottawa has been appointed Secretary to the Commission.

The Commission plans to hold meetings in the various provincial capital cities during June, July and August.

Committee on university training for veterans As a result of an ever-increasing demand by veterans for the university training provided under the Post-Discharge Re-establishment Order, a committee of citizens experienced in educational affairs has been appointed to advise the Minister of Veterans Affairs on matters relating to university training.

The committee is under the chairmanship of Mr. W. S. Woods, Deputy Minister of Veterans Affairs. The other members are:

Mr. S. N. F. Chant, Director General of Rehabilitation, Department of Veterans Affairs; Rev. Dr. Philippe Cornellier, Rector, Ottawa University; Mgr. Cyrille Gagnon, Rector, Laval University; Dr. Milton F. Gregg, President, University of New Brunswick; Dr. Cyril F. James, Principal, McGill University; Mr. H. W. Jamieson, Superintendent of Educational Training, Department of Veterans Affairs; Dr. Norman A. M. MacKenzie, President, University of British Columbia; Dr. W. A. Mackintosh, Director General of Economic Research, Department of Reconstruction; Mgr. J. L. Olivier Maurault, Rector, University of Montreal; Dr. John E. Robbins, Department of Trade and Commerce; Dr. Sidney Smith, President-elect, University of Toronto; Dr. James S. Thomson, President, University of Saskatchewan; Dr. H. M. Tory, President of Carleton College, Ottawa; Dr. R. C. Wallace, Principal, Queen's University.

Report on Labour Legislation in Canada, 1943 The Annual Report on Labour Legislation in Canada, 1943, recently issued by the Department of Labour, contains the text or a summary of all labour laws enacted in 1943 by the Parliament of Canada and the provincial legislatures. All Orders in Council of labour interest are also summarized or noted. The Report is the fifth supplement to Labour Legislation in Canada as existing on December 31, 1937, and has a cumulative index covering the contents of the basic volume and the annual supplements.

The principal measures passed during the year are reviewed in an Introduction under such headings as: Trade Unions and Collective Bargaining; Factories and Shops; Wages and Hours of Labour; Workmen's Compensation; Safety and Health; Vocational Education; Unemployment Insurance and Employment Offices; Wartime Labour Conditions and Post-war Reconstruction.

The main volume of the series may be obtained from the Department of Labour for one dollar and the supplements for twenty-five cents each.

Appointment of inter-departmental committee on housing An inter-departmental housing committee has been established to deal with problems of planning and co-ordination relating to the activities of various departments in the field of housing. In particular the committee will work to further Government policy of providing essential housing and accommodation for war workers, members of the Armed Forces and their dependents, and veterans, and of procuring labour, materials and equipment for the construction of housing in the post-war period. The Deputy Minister of Finance is chairman of the committee, one of whose members is the Deputy Minister of Labour.

Government-labour committee set up in B.C. A joint government-labour committee has been appointed in British Columbia to study labour's proposals for legislative action. The proposals, presented to the Government by the B.C. Federation of Labour, include the following:

Inauguration of a compulsory check-off system; outlawing of company unions; revision of the Apprenticeship Act; training for discharged service men; citizenship rights; voting and franchise for native Indians; education cost reforms; health insurance; free hospitalization for maternity patients; abolition of poll tax and lowering of voting age to 18 years; social security; and Workmen's Compensation Act changes.

Membership on the committee includes nine union leaders representing the principal labour organizations in the province, and representatives of the Provincial Government headed by the Minister of Labour, Hon. George S. Pearson.

Training building apprentices in Great Britain The Building Apprenticeship and Training Council, consisting of representatives of industrial and professional building interests and of Government departments, was recently appointed by the Minister of Works to inquire into conditions and advise on matters concerning the education and training of apprentices in the building industry, and to encourage the development of craft apprenticeship schemes on a national basis. A summary of the report of the Council appeared in the Times Educational Supplement of April 28.

The Council found that the annual intake of students for training in the industry rose from 300 in 1942 to 6,000 in 1944. Pupils in training numbered 63,976, of whom 51,892 had no written agreement. The Council recommended that certain elementary safeguards should be required for each apprenticeship agreement:

an agreement in writing; an obligation on the part of the employer to teach the apprentice his craft; both employer and apprentice to be answerable to the Area Joint Apprenticeship Committee for fulfilling the terms of the agreement; and attendance, with pay, at a technical course by an apprentice under 18 years of age for one day a week or its equivalent.

The Government has accepted a plan which may soon be in operation, the Council states, whereby apprentices will erect buildings under the guidance of craftsmen. The building of new, and the rebuilding of damaged, houses is considered particularly suitable for such training. On this work, the proportion of apprentices to instructors should be six or more to one and training should confer the full status of apprentice upon such boys under approved training conditions, while transfer of an apprentice to an employer should be provided for as soon as suitable work is available. The Ministry of Works would pay any abnormal costs in applying this scheme. Maintenance grants would be made to boys living away from home.

In the industry generally, the proportion of apprentices to skilled craftsmen would have to be increased temporarily, the report points out, although in normal times the proportion would not exceed 1:4. The Council recommended that the building industry discourage the entry of premium apprentices, and asked that financial assistance be provided by the State to enable suitable boys to pass from lower schools to senior full-time courses in technical schools, colleges and universities.

The shortage of suitable teachers and instructors, the Council considers, presents the major difficulty. The Ministry of Labour and National Service recently facilitated the transfer of persons of 25 or over on registration, and possessing adequate qualifications, to full-time posts on staffs of building schools. Plans are under way for establishing full-time training courses for those already employed as teachers whose experience has been limited by war conditions and for those recruited from applicants in the services. There are also plans for a modified intensive course for youths who left training to join up.

Collective bargaining and union status in United States

An analysis by the Bureau of Labour Statistics at Washington, published in the April issue of the *Monthly Labour Review* disclosed that some 14½

million workers in the United States were employed under collective bargaining contracts in January, 1945. These workers included approximately 47 per cent of all workers employed in industries and occupa-

tions in which unions are actively engaged in obtaining written agreements with employers. During the year 1944 there was an increase in agreement coverage of over half a million workers, which was equivalent to a 4.5 per cent rise in the proportion of employed workers covered by agreements.

The results of the analysis indicated that more than 8¼ million of all production wage earners in manufacturing industries in the United States were employed under the terms of union agreements at the beginning of 1945, or an increase of about 8 per cent during 1944. The largest increases were in the tobacco and chemical industries and, to a less extent, in the canned and preserved foods industry. Agreements were negotiated for the first time with several large aircraft and petroleum-refining companies, as well as with a number of meat-packing, shoe, leather tanning, and rubber companies.

In non-manufacturing industries, rather more than 5½ million workers were employed under the terms of union agreements at the beginning of 1945, representing an increase during the year of 6 per cent in the proportion of employees working under agreement. It was stated that over 95 per cent of the coal-mining, maritime and longshoring and railway employees, including clerical and supervisory personnel, and over 90 per cent of the employees in the iron-mining and telegraph industries were employed under union agreements. However, less than 25 per cent of the employees in service occupations and slightly less than 20 per cent of the clerical and professional employees were under union contract.

In the latter classification a major portion of the clerical and professional workers in transportation, communications and public utilities industries and practically all actors and musicians were employed under collective-bargaining agreements. However in manufacturing, financial and business service establishments, and in wholesale and retail trade, only about 13 per cent of the clerical and professional employees were under agreement.

Dealing with union security clauses in collective agreements, the report noted that the proportion of workers under maintenance-of-membership clauses increased during 1944, while the proportion under closed-shop and union-shop provisions remained about the same.

By January, 1945, approximately 3¼ million workers, or 27 per cent of all persons employed under union agreements were employed under maintenance-of-membership clauses. About 4 million, or 28 per cent of all workers under agreement were employed under closed-shop

provisions and about 2½ million, or 18 per cent, under union-shop agreements. Only two per cent of all workers under agreement were covered by union preferential clauses, whereas 25 per cent were under agreements which provided recognition only.

Almost 6 million workers, or more than 40 per cent of all employees under agreement were covered by check-off provisions in January, 1945. About half were covered by clauses providing for the automatic check-off of all members' dues and the other half by clauses which provide for check-off only for those employees who file individual written authorizations with the employer.

Governing Body of ILO meets in Quebec

The 95th session of the Governing Body of the International Labour Office was scheduled to begin on June 21 at Quebec City.

The session was preceded by meetings of a number of Governing Body committees including the Finance Committee, the Committee on Constitutional Questions, and the Employment Committee.

Among the matters on the agenda was the question of the ILO's relationship to the general international organization whose charter has been under consideration at San Francisco.

The Employment Committee, whose function is to examine and consider international economic policies and measures from the point of view of employment, and to make recommendations on employment policy, will submit a report.

The last previous session of the Governing Body was held in January, in London, England (L.G., April, 1945, p. 555).

The Canadian Government representative on the Governing Body is Mr. Arthur Mac-Namara. At the time of going to press the complete Canadian delegation had not been announced.

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, attended the session as workers' delegate.

Constitution for World Federation of Trade Unions

One of the duties assigned to the administrative committee appointed at the World Trade Union Conference held in London, England, in February (L.G.

April, 1945, p. 557) was to draft a tentative constitution for a World Federation of Trade Unions. The committee, representing some 60,000,000 workers in 35 countries, completed this task after ten days of deliberation at Oak-

land, California, early in May. The charter will be submitted to the constituent organizations throughout the world in time for formal presentation for approval or amendment at the re-convened conference in Paris in September.

As outlined in the *New York Times* of May 6, the purpose of the new world trade union federation will be "to improve the living and working conditions of the people of all lands and to unite them in the pursuit of objectives sought by all freedom-loving peoples." The draft constitution calls for a federation, "sovereign authority" of the new body, that would meet every two years; a general council, elected by the federation, to represent all the affiliated organizations, and to meet annually; an executive committee of seventeen members; and a bureau of management.

It is stated that the tentative constitution provides for an "escalator" method of voting, so that organizations with huge memberships, such as Soviet Russia, (roughly 27,000,000 members) would have relatively fewer votes at meetings of the general council and congress. It provides for one vote per 50,000 members for organizations with a membership up to five million. Larger organizations with up to ten million members would have a vote for each additional 100,000. Those with ten million to fifteen million would receive one vote for each additional 200,000 members and those with a membership exceeding fifteen million would have one vote for each additional group of 400,000 members.

As a general rule it is proposed to confine affiliation with the federation to a single national trade union for each country. "In exceptional cases, however, more than one national trade union centre or individual national trade union organization may be granted the right of affiliation."

Correction: Legislative Proposals of Trades and Labour Congress of Canada

On page 636 of the May issue of the *LABOUR GAZETTE*, in the course of an article on the legislative proposals to the Canadian Government of Trades and Labour Congress of Canada, appeared the sentence: "It was also requested that the Act be amended to require all employees to be members of a specified organization of employees." This should have read: "It was also requested that the Act be amended to allow collective agreements whereby all employees may be required to be members of a specified organization of employees."

Application in Canada of Draft Conventions and Recommendations of the International Labour Conference

THE Minister of Justice, Hon. Louis St. Laurent, has issued a memorandum on the subject matter of the draft conventions and recommendations adopted at the 25th and 26th sessions of the International Labour Conference in which he reports on the jurisdiction of the Dominion and Provincial governments as to the legislation that would be required to implement the various proposals.

Seven of the recommendations were adopted at the 26th session of the Conference held in Philadelphia April 20 - May 12, 1944 (L.G., June, 1944, p. 714). These deal with matters of social security and post-war employment. The other ten recommendations and four draft conventions were adopted at the 25th session held at Geneva prior to the outbreak of war in 1939. These latter relate to vocational training, apprenticeship, road transport workers, and migratory and indigenous workers.

According to the memorandum of the Minister of Justice none of the draft conventions and only three of the recommendations fall within the exclusive jurisdiction of the Dominion Parliament. The remainder may be given effect to by Parliament alone only in the Yukon and Northwest Territories; in other parts of the country they either are within exclusive provincial jurisdiction or are a matter for Dominion-provincial co-operation.

The three recommendations coming solely within Dominion jurisdiction are among those adopted at Philadelphia last year and are as follows:

Recommendation No. 68 concerning income security and medical care for persons discharged from the Armed Forces or war employment;

Recommendation No. 70 concerning standards of social policy in dependent territories;

Recommendation No. 72 concerning the employment service.

Of the other ILO proposals adopted at Philadelphia, two important and lengthy social security recommendations outlined an all-inclusive social insurance scheme and for a program of medical care. The compulsory insurance features of these recommendations (Nos. 67 and 69) are declared by the Minister of Justice to fall within Dominion jurisdiction in relation only to unemployment insurance. Otherwise they may be given effect to by the

provincial legislatures alone or in co-operation with Parliament. The sections relating to social assistance or to public medical care services may be given effect to either by Parliament or by the provinces.

The detailed recommendation on employment organization in the transition from war to peace (No. 71) which deals with demobilization, industrial reconversion, use of the employment service, vocational training, mobility of labour, special problems of juveniles, women and disabled persons, and other matters, can be given effect to by the Dominion in relation to the demobilization of the Armed Forces and operation of the employment service of Canada; otherwise by the provinces alone or in co-operation with Parliament. Recommendation No. 73 on the national planning of public works falls partly within Dominion and partly within provincial jurisdiction.

The recommendations and conventions adopted in 1939 dealt for the most part with matters partly under Dominion and partly under provincial jurisdiction.

The Minister pointed out that many of the subject matters with which the draft conventions and recommendations are concerned have already been dealt with by the Dominion owing to the war emergency. However for the purposes of the enactment of legislation or other action of a permanent character it is necessary that they be dealt with by the appropriate legislative body.

Canada's Record in Meeting ILO Proposals

Canada has been represented at all twenty-six of the sessions of the International Labour Conference since 1919. In regard to the 67 draft conventions and 73 recommendations adopted in this length of time, Canada, like other member states of the ILO, has been under the obligation of bringing them before the authority or authorities within whose competence the matters lie for the enactment of legislation or other action.

All these proposals, therefore, have been submitted to the Law Officers of the Crown in Canada with a view to determining whether they fall within Dominion or provincial jurisdiction. These which have been found to be in the latter category have been brought officially by the Secretary of State to the attention of the provincial authorities, but none of

them has been applied by all the provinces to date, although examination of provincial laws has shown that the requirements of some are met in whole or in part by existing legislation.

Six conventions have been given legislative effect by the Dominion Parliament and have been ratified by Canada. They all relate to seamen, and are in force through enactment in the Canada Shipping Act, 1934.

The Minister of Labour has been granted authority (under Order in Council P.C. 1550, March 20, 1944) to give notice in the House of Commons of a resolution approving two other conventions, one relating to the protection against accidents of workers employed in loading or unloading ships, the other concerning statistics of wages and hours. As yet, however, no further action towards ratification has been taken in regard to these two conventions.

In regard to three other conventions measures were enacted by Parliament in 1935 to give them effect. These conventions related to limitation of hours of work in industry, weekly rest in industry, and the creation of minimum wage-fixing machinery. However these measures remain inoperative since the Judicial Committee of the Privy Council in London subsequently rendered judgment that all three were *ultra vires* of the Parliament of Canada.

The memorandum of the Minister of Justice dealing with the competence of Parliament and of the provincial legislatures as to the conventions and recommendations adopted in 1939 and 1944 forms the basis of an Order in Council (P.C. 3671, May 24, 1945) the text of which appears below.

Text of P.C. 3671

Certified to be a true copy of a Minute of a Meeting of the Committee of the Privy Council, approved by His Excellency the Governor General on the 24th May, 1945.

The Committee of the Privy Council have had before them a memorandum of the Minister of Justice stating that in a report, dated 11th February, 1939, of the then Minister of Justice (approved by Order in Council P.C. 507, March 7, 1939) upon the Draft Conventions and Recommendations adopted by the International Labour Conference at its nineteenth, twentieth, twenty-first, twenty-second, twenty-third and twenty-fourth sessions, the Minister advised that the obligation of Canada under the Treaties of Peace in relation to the said Draft Conventions and Recommendations is to bring them before the authority or authorities in Canada within whose competence the enactment of legislation or other action in each case lies.

The Minister observes that at the twenty-fifth session of the International Labour Conference (8-28 June, 1939) the following Recommendations and Draft Conventions were adopted:—

Recommendation (No. 57) concerning vocational training.

Draft Convention (No. 64) concerning the regulation of written contracts of employment of indigenous workers.

Recommendation (No. 58) concerning the maximum length of written contracts of employment of indigenous workers.

Draft Convention (No. 65) concerning penal sanctions for breaches of contracts of employment by indigenous workers.

Recommendation (No. 59) concerning labour inspectorates for indigenous workers.

Recommendation (No. 60) concerning apprenticeship.

Draft Convention (No. 66) concerning the recruitment, placing and conditions of labour of migrants for employment.

Recommendation (No. 61) concerning the recruitment, placing and conditions of labour of migrants for employment.

Recommendation (No. 62) concerning co-operation between States relating to the recruitment, placing and conditions of labour of migrants for employment.

Draft Convention (No. 67) concerning the regulation of hours of work and rest periods in road transport.

Recommendation (No. 63) concerning individual control books in road transport.

Recommendation (No. 64) concerning the regulation of night work in road transport.

Recommendation (No. 65) concerning the methods of regulating hours of work in road transport.

Recommendation (No. 66) concerning rest periods of professional drivers of private vehicles.

That at the twenty-sixth session of the International Labour Conference (20 April-12 May, 1944) the following Recommendations were adopted:—

Recommendation (No. 67) concerning income security.

Recommendation (No. 68) concerning income security and medical care for persons discharged from the armed forces and assimilated services and from war employment.

Recommendation (No. 69) concerning medical care.

Recommendation (No. 70) concerning minimum standards of social policy in dependent territories.

Recommendation (No. 71) concerning employment organization in the transition from war to peace.

Recommendation (No. 72) concerning the employment service.

Recommendation (No. 73) concerning the national planning of public works.

The Minister observes that the said Draft Conventions and Recommendations contemplate the enactment of legislation or other action of a permanent character in relation to the subject matters with which they are concerned and that although many of these subject matters have necessarily been dealt with by or pursuant to the authority of Parliament for the purposes of the emergency arising out of the state of war now existing, it is desirable that the said Draft Conventions and Recommendations be considered and dealt with for the purposes of the enactment of legislation or other action of a permanent character as if no emergency existed.

The Minister therefore advises, with reference to the above mentioned Draft Conventions and Recommendations insofar as legislation or

other action of a permanent character is required, as follows:—

1. Recommendation No. 57 concerning vocational training may be given effect to by Parliament alone only in the Yukon and Northwest Territories insofar as it relates to education and only in undertakings over which Parliament has exclusive legislative authority insofar as it relates to training during employment; and otherwise it may be given effect to by the provincial legislatures alone or in co-operation with Parliament.

2. Draft Conventions Nos. 64 and 65 and Recommendations Nos. 58 and 59 concerning employment of indigenous workers may be given effect to by Parliament alone only in the Yukon and Northwest Territories and in particular undertakings over which Parliament has exclusive legislative authority and insofar as they relate to criminal law or the employment service of Canada; and otherwise they may be given effect to by the provincial legislatures.

3. Recommendation No. 60 concerning apprenticeship may be given effect to by Parliament alone only in the Yukon and Northwest Territories and in particular undertakings over which Parliament has exclusive legislative authority; and otherwise it may be given effect to by the provincial legislatures.

4. Draft Convention No. 66 and Recommendations Nos. 61 and 62 concerning the recruitment, placing and conditions of labour of immigrants insofar as they relate to placing and conditions of labour may be given effect to by Parliament alone only in the Yukon and Northwest Territories, in the employment service of Canada, and in particular undertakings over which Parliament has exclusive legislative authority; insofar as they relate to the carrying out of conventions or to immigration they may be given effect to by Parliament alone or in co-operation with the provincial legislatures and otherwise they may be given effect to by the provincial legislatures.

5. Draft Convention No. 67 and Recommendations Nos. 63, 64, 65 and 66 concerning road transport may be given effect to by Parliament alone only in the Yukon and Northwest Territories and in particular undertakings over which Parliament has exclusive legislative authority; and otherwise they may be given effect to by the provincial legislatures.

6. Recommendations Nos. 67 and 69 concerning income security and medical care insofar as they relate to compulsory social insurance, may be given effect to by Parliament alone only in the Yukon and Northwest Territories and in relation to Unemployment In-

surance and otherwise they may be given effect to by the provincial legislatures alone or in co-operation with Parliament; insofar as they relate to social assistance or medical care through public medical care services they may be given effect to either by Parliament or by the provincial legislatures.

7. Recommendation No. 68 concerning income security and medical care for persons discharged from the armed forces or war employment may be given effect to by Parliament alone insofar as it relates to mustering out grants and the maintenance of the status of members of the armed forces for Unemployment Insurance; insofar as it relates to the maintenance of the status of persons under compulsory contributory pension and sickness insurance schemes it has no application as there are no such schemes in operation in Canada.

8. Recommendation No. 70 concerning standards of social policy in dependent territories can be given effect to by Parliament alone.

9. Recommendation No. 71 concerning employment organization in the transition from war to peace may be given effect to by Parliament alone in the Yukon and Northwest Territories and in particular undertakings over which Parliament has exclusive legislative authority and in relation to the demobilization of the armed forces and operation of the employment service of Canada; and otherwise may be given effect to by the provincial legislatures alone or in co-operation with Parliament.

10. Recommendation No. 72 concerning the employment service may be given effect to by Parliament alone.

11. Recommendation No. 73 concerning the national planning of public works falls partly within the legislative authority of Parliament and partly within the legislative authority of the provincial legislatures.

The Committee concur in the foregoing and advise that a copy hereof, together with authenticated copies of the Draft Conventions and Recommendations, be transmitted to the Lieutenant Governors of the respective provinces for the consideration of their respective governments, with a view to the enactment of legislation, or such other action, upon the parts of the subject matter of the several Draft Conventions and Recommendations within the provincial sphere of jurisdiction as each government may be advised to take.

All of which is respectfully submitted for Your Excellency's approval.

Manpower

Relaxation of Certain Manpower Controls

Easing of Regulations Relating to Transfer Orders, Employment of Women, Military Call-up, and Labour Exit Permits

WITH the achievement of victory in Europe Canada has been able to relax certain of its manpower controls. Maintenance of other controls has been retained, as National Selective Service continues its program for the maintenance of an adequate supply of labour for war and essential civilian industry.

Easing of restrictions has occurred in regard to the following phases of the manpower program:—

- Military call-up;
- Compulsory transfer of workers;
- Employment of women.

Military Call-up

As mentioned in the May issue of the *LABOUR GAZETTE*, (p. 609), Hon. Humphrey Mitchell, Minister of Labour, on May 7 announced the suspension of the call-up for military service. He stated that enrolment for the war in the Pacific would continue, on a voluntary basis.

Extension of Postponements.—At the end of the month the Minister announced a policy in regard to men on occupational postponement under the military call-up. Letters have been sent to all men on deferment, informing them that while their postponements are extended until further notice by reason of their employment, they are not free to change their jobs. Therefore it is not necessary for either a man on postponement or an employer to request from the Registrar a renewal of postponement of military training.

Particular stress was laid by the Minister on the necessity for farm workers remaining at their jobs. The letter is as follows:—

This is to inform you that your present postponement of Military Training is extended until further notice. Your postponement therefore remains in effect.

If you are engaged in agriculture, you must not leave that very essential work to work outside of agriculture unless you first obtain a permit to do so from a National Selective Service Officer.

If you are employed in an essential or war industry other than agriculture, you must not change your employment without first obtaining a permit from a National Selective Service Officer.

University Students.—At a meeting of the University Advisory Board held at Ottawa this week, the status of university students under selective service regulations was reviewed and some immediate relaxation of controls found to be possible.

In view of the fact that call-up for military service under the mobilization regulations has been suspended, the practice of reporting to mobilization boards students who fail any course or come in the lower half of certain courses, has been discontinued. A further recommendation of the Board has been accepted to the effect that clauses in the mobilization regulations prohibiting change of course of studies or post-graduate studies, except under certain conditions, be suspended.

Men Leaving Canada.—The necessity that men of military age secure the permission of a Mobilization Board Chairman before leaving Canada has been dropped—but labour exit permits are still necessary for most persons proposing to leave Canada with the intention of seeking or accepting employment elsewhere.

Previously, any person leaving Canada for 30 days or more had to surrender his National Registration Certificate: only those leaving for 6 months or longer will now be required to do this.

Compulsory Transfer Orders

On May 17 the Minister issued an Order discontinuing compulsory transfers of workers under the seven Compulsory Employment Transfer Orders (L.G., 1943, pp. 449, 566, 1211, 1613.)

The seven orders, issued between May 4, 1943, and November 15 of the same year, named a lengthy list of less essential industries and occupations, and provided that all male workers from 16 to 38 years of age engaged in any of these employments would become liable for transfer to more essential employment. To April 15 this year, over 100,000 men were registered as initially coming under these orders, and 18,488 had actually been required to change jobs. Undoubtedly, in addition, a large number of those in the less essential industries who had not moved into

war jobs prior to the first of the compulsory orders, did so after the series of orders started to become effective.

Men already moved under the seven compulsory orders are not affected by the change now being made: they will be required to continue in their jobs, as will also men directed to employment at a time when they were out of jobs or men directed to the coal mining industry. Moreover, the authority of Selective Service to direct men to farm work, which became effective last March, and the authority to direct men who are unemployed to essential jobs, will remain in force and will be utilized by Selective Service as circumstances may require.

Commenting on the cancellation of transfers the Minister stated: "The Compulsory Employment Transfer Orders served a very useful purpose at a time when Canada's total war effort required the help of every last man we could find. The fact that fairly few of the men who were required to transfer exercised their right of appeal against the direction of Selective Service, indicates that the administration of these orders was well accepted. However lifting of these orders now seems safe and is in line with the Government's policy of removing wartime restrictions once they have served their purpose."

Employment of Women

Relaxation of National Selective Service Regulations as they apply to women was announced by the Minister on May 16.

Like men, women have been required since 1942 to obtain a permit from a National Selective Service Office before approaching employers about jobs; and similarly employers have been required to have permission from Selective Service before discussing an engagement with applicants.

This rule has been relaxed as it applies to women, so that a woman may now locate a position and accept it on her own initiative without applying to Selective Service for permission provided she reports the facts to Selective Service within three days of being hired by an employer. Alternatively she may report at an Employment Office when separated from a position, and obtain a permit to seek a new job anywhere she wishes provided she reports when she has started in a new position. Seven days' notice of separation will still be necessary where women are leaving employment.

The change has the effect of converting the present permit system into a plan which will require:

- (a) that separations of women from payrolls must be reported by employers and women too; and
- (b) that when a new position is located and a new engagement made the fact shall be reported.

The objective is to continue to have in the Offices of the Employment Service complete information and particulars of vacant positions available in Canada, and also details regarding applicants (including women) available to fill them. Experience has proven that the best way to attain that objective is to have both separations from employment and placements reported.

Selective Service control over advertising for women applicants will also be lifted for the present, but employers wishing to secure male workers through advertising will still require Selective Service authority to advertise.

Women who are unemployed for seven days will still be required to maintain registration at the Employment Office while out of work.

The final result is that the Local Office continues to receive all of the information necessary to enable it to provide an efficient employment service. To do this the Local Office must have a complete picture of supply and demand. Information as to supply will be obtained by registration of unemployed persons and by receipt at the Local Office of Separation Notices. Information as to demand will come out of the continuing requirement that employers notify the Local Office of vacancies, and information as to vacancies filled will be obtained out of the requirement that the Local Office be notified of all engagements of personnel.

The Minister made it clear that there is no change being made at present in regard to the regulations covering men. Male applicants for employment will still require Selective Service permits before they may legally look for jobs.

He stated: "With the termination of hostilities in Europe, the Government is desirous of relaxing any wartime control which is not further required. Although there still are labour shortages, it is felt that as an experiment the relaxation of Selective Service control over women seeking employment may now be tried out on an experimental basis. If the relaxation in so far as women are concerned does not adversely affect the general situation—and there is no reason to believe that it will—then consideration will be given to making permanent the change in the permit system covering women. We consulted the National Selective Service Advisory Board—which represents trade unions, employers, agriculture, veterans and others—and the Board favoured trying out this change in our permit system."

Farm Labour Program, 1945

POINTING out that the need of heavy food production in Canada is greater than ever this year, and that the required labour for the agricultural industries can be provided only through special efforts, the Minister of Labour, Hon. Humphrey Mitchell, recently announced a renewal of the Dominion-Provincial farm labour agreements for the year 1945, and expressed the hope that this year they will result in a broadening of the measures to provide the farmers with workers when their services are most needed.

The Minister summarized the steps to be taken by the Labour Department, and under the Dominion-Provincial agreements, in an effort to provide the needed workers to the farming community. These steps are as follows:

Selective Service has exerted pressure to have farm workers on temporary permit for winter work in other essential industries return to the farms where they are most needed, and most of these men are now back on the land. Other industries are being urged to repay the winter help of farm workers by aiding agriculture with manpower wherever possible this summer.

Agricultural Labour Survey Committees have been established recently in each Mobilization Division, to co-ordinate activities in recruiting workers and to encourage the most advantageous employment of men on farm leave from the Forces.

The Defence Departments have agreed to co-operate to the fullest possible extent. This will be a source of a considerable number of farm workers when most needed.

High school and university students are being urged to work once again on farms during vacation. Provinces have been asked to release students earlier than the end of the term where possible. This practice will be followed in several areas.

Part-time workers from cities and towns, particularly for fruit and vegetable farms, for haying and grain harvesting, will be urged to respond in greater numbers.

An intensified publicity campaign will be directed to all who can make their services available for any farm work.

Steps are being taken, through the co-operation of the Provinces, to curtail road work wherever possible so that the workers will be available for the farms.

Prisoners of war will be used more extensively this season, at points where their services are acceptable.

Conscientious objectors and Canadian Japanese are being, and will be, employed extensively in agriculture.

Indians will again be urged to take farm jobs off their reserves, especially in the West.

A greater use of machinery to help meet farm labour shortages, is expected, as machines are more readily available. Besides, farmers are being encouraged to pool their machinery with neighbours.

With the help of the railways, low cost transportation, assisted by the Governments, will be available to move farmers from area to area, and Province to Province, as permitted by the variations of harvest dates. Long distance movements are expected to include women from Prairie farms for fruit farms in British Columbia; men from the Prairies for haying in Ontario; and after the Eastern harvest, men from Quebec and Ontario for harvesting in the Prairie Provinces.

Arrangements have been made for an exchange of harvesting equipment and crews between the mid-western States and the Prairie Provinces. Skilled tobacco workers from the Southern States will move into Canada for harvesting, while potato workers will again work in the States.

Dominion-Provincial Western Farm Labour Conference

A Dominion-Provincial Western Farm Labour Conference, called by the Federal Department of Labour, met at Edmonton on May 17 and 18, 1945. Its purpose was to provide an opportunity for Provincial and Federal officials to review the current farm labour situation and consider methods for meeting requirements during the summer and fall months.

Among those attending were the Provincial Directors of Farm Labour and the Regional

Employment Advisers, Primary Industries, for Manitoba, Saskatchewan, Alberta and British Columbia; as well as a number of representatives from the Provincial Departments of Agriculture, the Prisoner-of-War Labour Project Branch, Employment and Selective Service and Alternative Service Branches of the Federal Department of Labour.

Labour supply was reported to be generally scarce, but no acute shortages appeared for seeding. It was considered that harvesting

needs would, of necessity, have to be met from outside sources. Much of the help that might become available from lay-offs would be absorbed by the large outstanding orders for packing plants, woods operations and railway track maintenance.

Attention was given to the work of the newly developed Labour Survey Committees, which have been established in each Mobilization Division, to check on farming activities of men on postponement and farm leave. Those in attendance advised that there should be considerable publicity to impress upon men on postponement that they had to remain in agriculture. The application of Selective Service Civilian Regulations was considered essential in view of the fact that the men were no longer subject to call from the Mobilization Boards.

A suggestion was made that District Officers Commanding should furnish the names of all men applying for leave to the Agricultural Labour Survey Committees so that there could be more assurance of men being sent to the farms where they are most needed. It was the unanimous opinion of those present that soldiers detailed to Farm Duty should be paid on a similar basis to that in effect during 1943-44, rather than giving the men their regular pay and allowances as at present.

Reports were given on the extent of the assistance being provided by special groups, such as Conscientious Objectors, Indians, Canadian Japanese and others. Conscientious Objectors have been advised that their status has not changed since the end of the war in Europe. Approximately 70% of the 10,700 postponed Conscientious Objectors are working in agriculture. Arrangements in regard to the Indians and Canadian Japanese will be the same as last year.

Prisoner of War Help

Additional emphasis is being placed on prisoner-of-war help for farmers. At the conference it was reported some 355 were working on individual farms near Brooks and Strathmore, Alberta. Another 50 or 60 could be readily placed. In the Lethbridge area, hostels have been established for around 100 prisoners. Farmers there pay \$2.25 a day for an 8-hour day for these men. Arrangements for their employment in the Winnipeg area were reviewed, and plans considered for again using them for harvesting in Saskatchewan.

In keeping with suggestions made in other parts of Canada, particular stress was laid on the need for organizing assistance from students and towns-people. In addition to the use of newsclips, it was felt that national

posters and advertising would prove very satisfactory in appealing to this class of help for agriculture. A letter to industrial associations urging their members to assist on farms, and pointing out the opportunity for reciprocating the help given by farmers during the winter, would serve, it was thought, a useful purpose.

It was emphasized, however, that appropriate and well-timed local appeals are the most effective publicity for drawing urban workers to assist on farms.

The direction of workers to agriculture was reviewed, and it was pointed out that enforcement of the Regulations had assumed greater importance since the suspension of call-ups. In order to encourage more workers to move voluntarily to the more productive farms, a few cases will be enforced in each province.

Details of a plan to move some 300 women workers from Saskatchewan and Alberta to British Columbia for farm work, particularly fruit picking, were developed. These workers will go to British Columbia late in June and early in July and return at the close of the season.

Considerable attention was given to the need for obtaining a larger number of Prairie farmers to help with haying and early harvesting in Ontario. Prairie officials were greatly interested in the movement and stated they would make every effort to increase the number of workers who could be spared.

In order to make a direct appeal to as many as possible, it is planned to send to each farmer an application card for transportation east. This will be similar to the card used last year in Quebec and Ontario to recruit farmers for harvesting in the Prairies. The card will also enable greater control to be exercised over the movement. The going dates suggested are June 15th to July 6th and return August 10th to 31st, for Manitoba, and August 15th to 31st for Saskatchewan and Alberta. It was suggested 300 might be obtained from Alberta; 1,000 from Saskatchewan; and 200 from Manitoba.

Particulars regarding the movement of Prairie combine units to the United States were reviewed. This year Canadian operators, with their equipment and crews, may cross the border as early as June 1, instead of July 1 as last year. They will return in time for Canadian harvesting and, at the same time, United States harvesting units may enter Canada.

The use of Provincial transportation warrants for the movement of workers to farms within each province was discussed. A special transportation rate of 2.5c per mile

is being arranged with the railways for such movements.

As far as the future is concerned, it was thought that farmers in other industries would be returning to agriculture as opportunities elsewhere became fewer. At present the wage differential deters many experienced men from returning to the farms. It was suggested that the difference could be off-set by revisions in farm prices and that this would be preferable to subsidizing wages. Farm labour needs are, to a considerable extent, being met by mechanization. Part of the shortages which

now exist could, in some degree, be overcome by "on job" training of farm workers, and through the direction of men from less to more essential farms. It was recommended that assistance for the training of farm workers be obtained through an extension of the farm labour agreements.

It was the opinion of the conference that the joint farm labour program already developed might be utilized in the future by Federal and Provincial Agencies to assist in dealing with employment needs of agriculture and other closely associated industries.

Rehabilitation

Placement of Veterans in Peacetime Employment

Release of Key Personnel—Procedure of Employment Service

A STATEMENT issued on June 1 by the Prime Minister of Canada, Rt. Hon. W. L. Mackenzie King, deals with the placement in peacetime employment of ex-service personnel and outlines the plan for the release of key workers.

The statement is as follows:

The placement in peacetime employment of service personnel being demobilized following the end of the war in Europe has now begun. The government anticipates important problems relating to the relocation of manpower during the next eighteen months as large numbers of long-service men are repatriated from overseas. Government measures already adopted include adequate machinery for handling the problem of re-employment.

The reorganization of Canadian war production for the war against Japan is being carried out in close co-operation with the other United Nations, particularly the United Kingdom and the United States. Canada has continuing commitments in the field of production for the war against Japan; for a considerable period these will be a heavy claim on Canadian labour. The Department of Labour is continuing to direct its efforts to the placement in permanent employment of returning service personnel and a considerable number have already been placed.

Comprehensive plans for the orderly release of service men and women as this becomes possible have been worked out by the three forces. With a certain limited number of exceptions, the "first in first out" principle will govern, but a primary objective will be to obtain the return to civil life as rapidly as possible of all men and women whose services are no longer required by the Armed Forces.

Veterans' Employment Rights

Certain rights and privileges have been guaranteed by government to all who have served in the forces; similar rights and privileges have been extended to the merchant marine and the corps of volunteer fire fighters. These measures include the right of re-instatement in the job held on joining the service and the retention of seniority standing.

For the purpose of determining eligibility for pensions and other benefits provided by his pre-enlistment occupation, the period of service will count as though the service man had been continuously in his civil employment. In this way, so far as possible, the service man's civilian standing is protected.

Once reinstated in his peacetime job, the ex-service man may not be dismissed without good cause, and if the dismissal occurs within six months after his reinstatement the onus is on the employer to prove that he was justified in his action. The purpose is to ensure that the ex-service man has an adequate opportunity to readjust himself to civilian working conditions.

Ex-service men are under no compulsion to return to their former jobs if they do not wish to do so; nor are they subject, in the ordinary sense, to the workings of the National Selective Service. The ex-service man with overseas service may return to his former job immediately after notifying the employment office, or, if he wishes, he may obtain an open permit to seek employment anywhere. He will be under no compulsion to take any particular job.

Veterans receiving pensions for war disabilities and discharged personnel with overseas service or service on the high seas will be first in line for civil service positions. Widows of men who have died as a result of war service will receive similar preference.

Machinery for Employment Placement

By the time he is discharged the service man will have had ample opportunity of becoming familiar with the arrangements made for his re-employment. Personnel counsellors appointed by the Services and representatives of the Departments of Veterans Affairs and Labour discuss the service man's future with him even before he is discharged, and during his period of demobilization counselling is constantly available to aid him in deciding what type of training or employment would best suit his particular needs.

But the principal machinery is the National Employment Service provided for under the

Unemployment Insurance Act of 1940, which is being administered by the Department of Labour. Although the Employment Service played a large part in handling the manpower problems of wartime origin, actually it is a permanent public service which will aid both employers and employees during the transition period and in peacetime.

In the larger employment offices armed forces registration units have been established. The responsibility of these units is to ensure that discharged persons receive special attention until they have secured permanent employment. In the remainder of the 290 employment offices across the country the staff have received special training and instruction in order to offer the ex-service man and woman the most helpful service possible.

In the larger municipal centres in Canada the Department of Veterans Affairs has established rehabilitation centres, where veterans may secure assistance and guidance in the post-discharge period. At these centres the Department of Labour will have representatives to act as counsellors on employment problems.

Local citizens committees, sponsored by the Department of Veterans Affairs, are already functioning in about 500 communities. They will also lend a hand in assisting the returned veterans to secure employment. These committees include in their membership representatives of municipal councils, churches, women's organizations, the Canadian legion and other veterans' groups, employers, labour unions, service clubs and fraternal organizations. They will interest themselves in every phase of rehabilitation. These committees will co-operate with employment offices of the Department of Labour in locating employment opportunities and encouraging the employment of ex-service personnel—particularly the disabled and others who require special assistance in finding suitable employment.

Release of Key Personnel

The large scale reallocation of manpower which the Department anticipates will take place within the next eighteen months will be closely related to the reconversion of industry from war to peacetime production. This change over will require alterations in plant and machinery and a large volume of new construction—a program which it is expected will make a heavy demand on the country's labour resources and which will ultimately provide new employment for many. The planning and inauguration of the reconversion program cannot effectively be carried out without certain key personnel. This situation obtains in both public and private

business projects. In order that projects which will provide employment opportunities for men to be demobilized will not be delayed, machinery has been set up to effect the release from the armed forces of key personnel when urgently required. The criterion will be their essentiality for the launching of projects of importance in the period of reconstruction and for the effective prosecution of the war. The plan adopted is designed to assure, as far as possible, the upholding of the right of men and women with long service to priority of demobilization, and to limit exceptions to this general rule to cases where earlier release would be in the national interest and for the benefit of service personnel as a whole by providing more jobs.

Under the Department of Labour and Industrial Selection and Release Board, including representatives from the Defence Departments and the Departments of Labour, Reconstruction, Munitions and Supply, has been established at Ottawa with branch headquarters in each of the following cities: Vancouver, Edmonton, Regina, Winnipeg, London, Toronto, Kingston, Montreal, Quebec, Saint John and Halifax. At each of these points an Industrial Selection and Release Committee consisting of representatives of the Defence Departments and the Departments of Labour and Reconstruction, has been set up.

An employer requiring the services of a key worker will make application to his local committee, who will consider the case and review with the management of the business concerned the increase in employment or production, the assistance in reconversion or in plant expansion which would result from the return of the man applied for. The committee's recommendation will be passed to the Board at Ottawa who will forward the application to the Services with the Board's decision. Subject to the exigencies of the service, the defence departments will rely entirely on the Board's advice in granting release of the personnel ahead of their normal priority. Such release will be subject to the concurrence of the service men and women concerned.

The release of such personnel may be made either by actual discharge, or, at the option of the defence departments, by granting leave subject to recall. In general, discharge will not be granted where this would violate seriously the "first in first out" principle. Discharges or releases subject to recall under those provisions are expected to be very limited in number.

Arrangements have been made to release from the Armed Forces, as soon as possible, men formerly on university staffs so that they may return to their civilian positions. This

will relieve the pressing shortage of educators in the universities, and will assist in preparing for the reception of the large number of men and women now in the services who will wish to continue their education upon discharge.

Training for Civil Employment

Modern mechanized warfare has demanded technical skill of a very high order. A large proportion of the men and women being discharged from the Services are skilled in one trade or another. The effect on the future of industry in Canada of new skills and knowledge acquired in the Services is likely to be far reaching. In order that the service man may obtain the fullest benefit from the skills and knowledge acquired during the war, some scale for measuring his ability and relating it to recognized civilian standards in the various trades and vocations concerned is necessary. For this purpose a Royal Commission on Veterans' Qualifications was set up on May 11th, at the recommendation of the Minister of Labour, and is now sitting. The Commission will enlist the aid of the provincial governments, trade unions and other interested groups.

It is recognized that for many ex-service men some further training will be necessary to fit them for peacetime occupations. Wide opportunity is provided under the legislation administered by the Department of Veterans Affairs. The vocational training facilities created during the war for the training of war workers and tradesmen in the armed forces is being utilized for this purpose, as well as other

training institutions. It is expected that a large number of veterans will be trained on the job with their income supplemented by the Department of Veterans Affairs.

With three years of experience behind it, the vocational training plan is capable of handling the large numbers of ex-service men and women who it is expected will be undertaking vocational training. The Department of Labour is also organizing pre-matriculation studies, and the Canadian universities are making plans to welcome veterans whose courses of study are approved and paid for by the Department of Veterans Affairs. Men and women waiting return from the European zone will be given an opportunity to pursue their training and studies there and to continue them in Canada before and after their discharge.

Disabled Veterans

In the placement of permanently disabled veterans the employment offices of the Labour Department will work closely with the casualty rehabilitation section of the Department of Veterans Affairs. The policy of the Labour Department when considering the question of placing disabled men in industry is that the employer should accept a man for his abilities rather than reject him because of his disabilities. Methods in use in the United Kingdom and other parts of the Commonwealth and the United States are kept under constant study and the facilities established are intended to provide a rehabilitation service equal to any other in the world for the 25,000 Canadians who have suffered some disability in this war.

Discharge of Men From Armed Forces

THE timing of discharge of men from the Armed Forces is based primarily on length and type of service in order to give the advantage to those in longest. This is the "first-in-first-out" principle.

However since the early release of some men with special skill or experience will contribute to the maintenance of maximum production, and hence the prompt employment of other men as discharged, a procedure has been arranged for the early release of key personnel.

Employers in industry may make application for the speedy release of any man in the Forces, where the employer can prove that:—

1. The man has a special skill or experience needed in his plant or business;
2. The employment of the man will aid effective further prosecution of the war;

reconversion of industry; or prompt employment of men and women discharged from the Forces.

Any application by an employer must be made to a District Committee.

Applications approved by this Committee will be submitted to the Industrial Selection and Release Board at Ottawa.

The Board and Committees will have representatives of the Departments of Labour, National Defence, Munitions and Supply and Reconstruction, as well as of the National Employment Service.

After thorough investigation by the Committee and the Board, cases recommended upon favourably will be submitted to the Armed Forces for action—subject to the man agreeing and the Forces not requiring his services further.

The procedure applies to men regardless of where now posted—whether overseas or in Canada.

Provision was made for the establishment of the Industrial Selection and Release Board in Ottawa, and of the district committees under Order in Council P.C. 3683 of May 24.

According to the Order the Board may:—

- (a) review recommendations of the Committees respecting the discharge or release of any man or men in the Armed Forces, and may accept or reject in whole or in part recommendations of the Committees;
- (b) make recommendation to any of the Armed Forces respecting the discharge or release of any Member thereof, if in the opinion of the Board, such discharge or release is in the national interest, which recommendation shall be implemented by the Armed Forces consistent with the exigencies of the Service concerned, and subject to the concurrence of the man concerning whom recommendation is made;
- (c) make recommendations to the Armed Forces respecting discharge or release of

men having certain occupations whose employment in civilian life would contribute to the expeditious and effective reconversion of industry from wartime to peacetime production with the maintenance of maximum employment;

- (d) make surveys or direct that surveys be made in respect to any of the above matters.

A Committee may:—

- (a) conduct a survey of all or any employees in any business, plant, or establishment in Canada employing one or more persons;
- (b) require any employer to appear before it and to give such information as may be required by the Committee;
- (c) make recommendations for the consideration of the Board respecting the discharge or release of any member of the Armed Forces, if, in the opinion of the Committee, such discharge or release would contribute to the expeditious and effective reconversion of industry from wartime to peacetime production or the maintenance of maximum employment.

The Board and Committees shall be responsible to the Minister of Labour.

Vocational Guidance for Disabled Veterans in New South Wales

A REPORT prepared by the Guidance Research Office of Sydney Technical College and published by the Government of New South Wales, traces the development of "Vocational Guidance of the Disabled Soldier" in that State.

The project had a modest beginning early in 1942 when a Red Cross rehabilitation officer enlisted the assistance of the Technical College in "advising disabled soldiers who could not return to their old occupations and who had no clear plans for their own occupational rehabilitation." Shortly after an advisory committee was set up at the request of the manpower authorities under the chairmanship of the Superintendent of Technical Education and consisting of representatives of the Repatriation Commission, Red Cross Rehabilitation and the Technical Education Branch. Later, the committee was extended to include the Services and the Manpower authority.

Principles Agreed Upon

Two important principles were agreed upon by the Committee at its early meetings: first, that the training of disabled veterans should not be delayed until they were discharged and thus became the responsibility of the Repatriation Commission; and secondly, that as a matter of routine, all men in doubt about their occupational plans should be seen by the Vocational Guidance Officer.

Approximately two-thirds of the cases handled were precluded by their disabilities from returning to the occupations in which they had been engaged prior to enlistment. It was discovered, too, that a large minority of

the men physically capable of returning to their former work did not wish to do so. It was estimated that 30 per cent of the soldiers from New South Wales did not wish to return to their former jobs after the war. This was considered to be a significant factor when the time came to deal with able-bodied men, large numbers of whom were then seeking correspondence courses in occupations not related to their previous experience.

This "fresh start approach" to vocational rehabilitation by ex-service men was stated to create a number of problems. The major one was the reluctance of the discharged soldier to make use of his previous experience. It was felt that men who were physically unable to return to their former employment should enter a field as nearly as possible related to their former occupation. It was asserted that after the first World War "failures occurred in large proportions among men who tried to make a complete break with their occupational past."

The report indicated, in the second place, that discharged men revealed "limitations of knowledge of occupations little understanding of their own assets and liabilities in talent and interest and an optimism that other occupations could be entered after a few months' training." It was considered necessary, therefore, for the counsellors to be on guard against the placement of former servicemen in unsuitable occupations. "The approach," it was asserted, "must be a clinical and personal one that is ready to go beyond the immediate vocational problems, to deeper, more intimate and more subtle personal issues."

Reconstruction and Social Security

Reconstruction in Great Britain

OF interest in respect to reconstruction planning in Great Britain are two Bills which have recently been debated in the

House of Commons, relating to family allowances, and the distribution of industry. A White Paper on *Housing* has also been issued.

Family Allowances

Designed to implement the proposals laid down in the White Paper, *Social Insurance* (L.G., Nov., 1944, p. 1313), the British Government has introduced a Bill providing for family allowances.

Under the terms of the Bill no allowance is paid for the first child, but 5 shillings a week is paid for each subsequent child. In addition to his own children (and in general, step-children and legally adopted children), a person may include in his family a child, or children, whom he maintains.

For the purpose of the Bill a child is defined as (a) one who is under the upper limit of the compulsory school age or (b) one over that age, who is undergoing full-time instruction in school, or is an apprentice, until the 31st of July following his 16th birthday.

It is provided in the Bill that reciprocal arrangements may be made with other countries which are part of His Majesty's dominions, where similar schemes are in force.

The number of families expected to benefit

from the legislation is about 2,500,000 in respect of 4,400,000 children.

The anticipated cost of family allowances is £57,000,000 for the first full year of operation of the scheme.

Allowances will be treated as taxable income for income tax purposes and the taxpayer will continue to receive the exemption of £50 per child which the income tax law at present provides.

During the debate on the Bill, the Minister of National Insurance, Sir William Jowitt, stated that in addition to cash allowances the Government was planning to provide allowances in kind. He said that when the scheme for meals and milk is fully developed it will cost £60,000,000 per annum, which is more than the estimated cost of cash allowances. Allowances in kind will be available to all children, including the eldest, and will of course not be subject to income tax.

The allowances are declared in the Bill (as amended in its passage through the House) to belong to the mother, but are receivable either by the father or mother.

Distribution of Industry

With the intention of avoiding unemployment "pockets" after the war, the British Government has introduced a Distribution of Industry Bill.

The purpose of this Bill is to enable the United Kingdom Government to secure the proper distribution of industry over the country as a whole by stimulating the industrial and social development of areas in which there is a special danger of unemployment and by controlling further industrial development in other areas where such control appears to be desirable for economic, social or strategic reasons.

The importance of such a measure as part of a full-employment program was stressed in the British White Paper on *Employment Policy* (L.G., Aug., 1944, p. 945), which pointed out that during the between-wars period unemployment had been persistent in certain areas

which were largely dependent on depressed industries such as coal and cotton. "The suffering in these areas, the Paper stated "was enhanced by their lack of a proper industrial balance." To protect these special areas (now termed "development areas") the Paper proposed that new enterprises be established on them and announced the Government's intention of influencing the choice of location of industrialists contemplating the building of new factories.

This section of the White Paper is now intended to be implemented under the terms of the Distribution of Industry Bill.

The Bill will enable the Board of Trade to assist areas which have been designated as development areas by direct and indirect means. It can acquire land in the areas to be used for industrial development, it can prepare sites and can itself build factories.

It can make loans to non-profit-making trading or industrial estate companies for the provision of industrial premises in development areas. Special grants or loans may be made toward the cost of improving services on which development of industry depends where they are inadequate for the needs of the area. The Board may acquire derelict land in development areas and carry out work on it with a view to bringing it into use or improving the amenities of the neighbourhood.

Control Over Industrial Building

In order to influence the location of new industries by private enterprise, the Bill

provides that the Board of Trade must be notified of all proposals to erect industrial buildings with an aggregate floor space exceeding 3,000 square feet and forming part of a new industrial unit.

The Bill originally contained a clause empowering the Board to prohibit new industrial building in areas where this would be "seriously detrimental to the proper distribution of industry." This clause, however was deleted during the course of the Bill's passage through the House of Commons.

A survey has been undertaken by the Board of Trade to discover the industrial prospects and needs of cities, towns and areas in the United Kingdom.

Housing

A White Paper on *Housing* was issued by the Government of Great Britain in March, 1945.

Illustrating how progress in housing had been cut short by the war, the Paper states that in the years 1934-39 a campaign for slum clearance had been in full swing, that by 1939 the proportion of people still living in unfit or overcrowded houses had been reduced to 6 per cent, and that over 30 per cent were living in new houses built since 1919. During this period the output of houses averaged 300,000 a year, and the number of men employed in the building trades was 1,000,000. Between 1939 and 1945, however, the working force shrank to 337,000, and only 200,000 houses were produced. Meanwhile 200,000 houses were entirely destroyed by enemy action, 250,000 were made uninhabitable, and well over a million houses were damaged although still occupied "in varying stages of repair."

The Paper estimates that in order to supply a separate dwelling for every family which desires to have one some three-quarters of a million new dwellings will be needed. To remove unfit houses will require the construction of an additional half-million; while normal replacements will necessitate further construction year by year.

The Government proposes to treat the first two years after victory in Europe as a period of national emergency in housing. Repair of war-damaged houses will continue to receive the highest priority. The labour force will be increased by normal and special releases from the Forces and by training programs; although many of the new workers will still be required for building for war purposes until after victory in the Pacific.

The program includes the construction of both permanent and temporary housing. In

regard to the former, the Paper indicates that 300,000 permanent houses built or building constitutes a maximum target for the end of the second year after the end of the war in Europe. "Pre-fabrication and other non-traditional forms of construction, which make a smaller call on building labour than the traditional methods, will be used to the fullest practicable extent . . . during the emergency period while building labour is scarce."

For the provision of temporary houses, the Government is authorized to spend up to £150,000,000 under the provisions of the Housing (Temporary Accommodation) Act of 1944. Though considered costly because of their short lives, it is expected that temporary houses will bridge some of the gap between housing needs and the number of permanent dwellings that can immediately be built. Such materials as wood, concrete and asbestos cement will be used. Assistance will be given by the U.S. Government which is sending 30,000 pre-fabricated houses on lend-lease terms for erection in areas of war damage.

Arrangements are planned to avoid delay in the production of the various materials and fittings required for the housing program, with action being facilitated by the standardization, so far as possible, of essential parts.

To check a rise in building costs (such as occurred after the last war as a result of demands exceeding the capacity of the building industry) the Government is controlling the volume of contracts and the price of materials. Subsidies will be provided where necessary, for building both by local authorities and by private enterprise. Legislation to this effect is being prepared, the Paper indicates.

Dealing with the organization of the program, the Paper states that local housing authorities are responsible for determining,

with the approval of the Government, the number and type of houses they will build in their areas. "They prepare the sites, erect permanent houses or arrange for their erection under contract, select tenants, fix rents and

undertake the management of their housing estates." These activities will be assessed by the Central Government, which will determine standards, and formulate the housing program as a whole.

Proposals for Social Insurance Program in United States

A BILL to establish a national social insurance system was introduced in the United States Congress on May 24. The proposed legislation would take the form of an amendment to the Social Security Act of 1935, and would provide:—

1. A national health insurance program;
2. Unemployment and temporary disability insurance benefits up to \$30 a week on a uniform national basis;
3. Retirement, survivors, and total disability insurance with more liberal benefits than under the existing law.
4. Extension of coverage to include an additional 15,000,000 persons.

In addition to these insurance provisions, the bill would also provide for the following social legislation:—

1. Federal grants to States for the expansion of public health services, maternal and child health and welfare services, and the construction and expansion of hospitals, health centres, and related facilities;
2. A comprehensive public assistance program, consisting of Federal grants to States for assistance to all needy persons such as the aged, blind, and dependent children; and
3. Continued Federal operation of a national system of public employment offices.

Under the terms of the bill, the social insurance benefits would be financed by contributions at a rate of 8 per cent on earnings up to \$3,600 a year, of which 4 per cent would be paid by employers and 4 per cent by employees. Federal grants to States would be financed out of general revenue.

The existing United States Social Security Acts, which became law ten years ago at the instigation of the late President Roosevelt (L.G., Feb., 1935, p. 100), established a Federal system of old age and survivors insurance, and afforded Federal aid to State unemployment insurance plans and other State social assistance measures. Unemployment compensation plans were subsequently developed by various States, but the benefit provisions have not been uniform. In most States the maximum payment at present is between \$15 and \$20 a week. The new bill, which is sponsored by Senators Wagner and Murray and by Representative Dingell, would modify the original Act by putting unemployment compensation payments entirely on a Federal instead of State basis. Coverage would be broadened and benefits raised. Persons temporarily disabled through illness or injury would be eligible for identical benefits.

The old age insurance provisions of the Act would, under the terms of the bill, be continued in an extended form and with higher rates up to a maximum of \$120 a month.

In its section on health insurance the bill would make provision for prepaid medical care to meet the needs of both rural and urban populations. Benefits would include the services of a family doctor, specialist attention where necessary, and hospitalization, but would not at the outset include dental or nursing services. Freedom of choice of doctor and patient would be safeguarded.

The bill has been transmitted to committees of both the Senate and the House of Representatives for consideration. It has been endorsed by both the American Federation of Labour and the Congress of Industrial Organizations.

*Maritime Trade Union Course**

Institute of Public Affairs of Dalhousie University Holds Second Annual Convention

THE second annual convention of the Maritime Labour Institute was held at Dalhousie University from May 7 to 10. The Labour Institute is sponsored jointly by Maritime Provinces units of the Canadian Congress of Labour, the Trades and Labour Congress and Dalhousie University. Both congresses are represented on the Institute's Council in equal numbers, while Professor Richter of the Dalhousie Institute of Public Affairs functions as Chairman and Director, and Mr. G. A. McAllister is Secretary. The Institute is financed by Maritime unions, the government of Nova Scotia also contributing towards its upkeep.

The convention took the form of a course on matters of interest to trade union officials. Papers were presented by leaders in the Canadian and American Labour Movements, representatives of the Federal government and of the International Labour Office. Sixty delegates from New Brunswick and Nova Scotia were in attendance, representing miners and steelworkers, longshoremen and seamen, carpenters, railway employees and many other unions.

Hon. J. A. MacQuarrie, Attorney General of Nova Scotia, welcomed the conference delegates on behalf of the Provincial government. The best wishes of the Federal Labour Department were extended by Mr. Bernard Wilson, Secretary of the National Labour Relations Board.

Mr. Wilson presented to the convention a paper prepared by Mr. Arthur MacNamara, Deputy Minister of Labour and Director of National Selective Service. Mr. MacNamara's paper contained an interesting review of the wartime labour and price control policies of the Dominion Government, and certain observations as to the post-war plans of the government, particularly in the labour field. Referring to the role of National Selective Service in the post-war period, he stated that there is a general feeling that the compulsory features of the regulations will disappear rapidly now that the European war is over. "There are two reasons for this," he continued, "First of all, the same need for war material and hence for compulsory direction of workers to war industries will not exist. The second reason is that in a democracy like ours, while citizens will submit themselves willingly to government direc-

tion and compulsion in wartime, they hate like anything to be pushed around at any other time."

The Deputy Minister stated that the consensus of opinion among leaders of business and labour is in favour of the continuation of the labour-management committee principle in the post-war period.

Prof. B. Higgins, of the International Labour Office spoke on "Jobs in the Post-War." Prof. Higgins expressed his belief that full employment is an entirely feasible objective in the post-war period. His concept of "full employment" makes allowance for a small measure of transitional unemployment; fractional unemployment is inevitable in a dynamic economy. The speaker insisted that any really full employment program must provide for adequate wage rates and hours of work.

In Prof. Higgins' opinion, the basic problem after the war will be the maintenance of a sufficient over-all demand for goods and services to insure the total employment of our labour force. To this end every effort must be made to see to it that the Canadian government's prediction of a post-war export trade of one and three-quarter billion dollars is realized. Private investment must be stimulated by a reduction of certain types of business taxation. It will probably be necessary for the government to carry out a large scale public investment program. Finally, in so far as consumer demand is concerned, the government's social security plans ought to do much to promote an adequate volume of spending on consumption goods.

An interesting paper on "Post-War Housing" was read by Mr. D. P. Reay of Halifax. Mr. Reay stressed the need for increased efficiency in the building industry. While construction can be stimulated by the provision of money at low interest rates and by direct subsidization by the State, employment of far more efficient techniques is the only real answer to the problem, he stated. Pre-cutting and pre-fabrication point the way to decreased costs in the future. Through the use of such methods complete integration of the building

*The above report was prepared by Dr. L. Richter, Secretary-Treasurer of the Maritime Institute of Public Affairs. A portion of it has been published in *Public Affairs*, a journal issued by Dalhousie University.

industry is now a distinct possibility, the speaker concluded.

Mr. Nelson H. Cruickshank, Director of the American Federation of Labour Social Insurance Activities in the United States addressed the convention on "Labour's Social Security Goals." "An adequate social security program must be an integral part of our economy," he said. The aim of such a system would be to underwrite the inevitable risks with which working people are confronted.

Social measures covering illness and off the job accidents are altogether inadequate in both Canada and the United States, Mr. Cruickshank asserted. Voluntary hospitalization plans are all to the good, but do not provide a sufficient substitute for an all-inclusive Health Insurance Act.

Mr. Bert Hough of Ambridge, Penn., Director of District No. 20, United Steel Workers of America, gave an interesting talk on the development of labour relations in the United States over the last decade. This discussion formed a background for a critical appraisal of the operations of joint labour-management production committees during the war.

A provocative paper entitled "Human Aspects of Industrial Relations" was presented by Major-General G. B. Chisholm, C.B.E., M.D., Deputy Minister of Health. The human factor is basic in industrial relations, Dr. Chisholm said. Unless management and labour give full attention to the human element, all efforts to insure satisfactory labour relations will fail.

Modern mass production techniques have created special problems of a psychological nature in industry. With the passing of the handicrafts it is necessary to provide for the satisfaction of the emotional needs of workers by planned activities outside their regular occupations. The necessity for careful job selection and personnel management cannot be over-stressed, he concluded.

"Let the People Know" was the topic of an interesting address by Mr. David Petegorsky of the Wartime Information Board. He urged the labour movement to make full use of the vastly improved techniques of communication and education to bring to union workers the kind of information they require both as trade unionists and as citizens.

Mr. J. C. McGuire, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees, spoke on "Negotiating a Collective Agreement". He said that collective bargaining is a step towards a real partnership of management and labour. The success achieved by labour-management production committees rests on a solid foundation of mutual respect

and tolerance. In the speaker's opinion, production committees are here to stay.

Through the collective bargaining process many a worker has learned of the problems that face management, and has developed new respect for "the other side", Mr. McGuire stated. Each party, employer and employee, has become familiar with the interests of the other, and has found that there are many matters of mutual concern about which much can be done through co-operative action.

Whole communities prosper or decline according to the effectiveness of labour's efforts in collective bargaining. This process is not a selfish effort on the part of the workers to better their lot at the expense of the rest of the community, the speaker emphasized.

He concluded by saying, "the most disarming force in contractual negotiations is perfect frankness and honesty of purpose. When these are coupled with gentlemanly conduct and strict adherence to sound principles, the negotiations will be raised to a higher plane than would otherwise be the case, and will invariably command a more favourable attitude on the part of management".

Mr. Bernard Wilson, Secretary of the National Labour Relations Board, addressed the convention on "The Functions of the National Labour Relations Board". The purpose of the Board is to obtain the collaboration of employers and employees for the advancement of the enterprises in which they are engaged, particularly war industries. Under the Order in Council constituting the Board, employers and employees are urged to discuss freely matters of mutual interest and to settle disputes by peaceful means. Mr. Wilson said that freedom to organize for the conduct of negotiations is assured and procedure established to facilitate such negotiations.

Concluding the successful session of the Institute the Chairman, Prof. L. Richter, referred to the deep interest which organized labour has taken in its educational perfection. The Chairman also gave a brief report on the past activities of the Institute and the plans for the future. The library services, of which wide use is being made by the unions, will be extended and collections of books placed in union offices throughout the province. Regional conferences will be held in various industrial centres and speakers provided by the Institute sent to the local group. The Institute's monthly bulletin, *Labour and Learning*, which appears in an edition of one thousand, will be enlarged and its contents in the next few months devoted to specific post-war problems. The first piece of research on Maritime labour problems will soon be published, dealing with the recent history of labour unions in the Maritimes.

Decisions of National War Labour Board

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

S. F. Bowser Company, Limited (Toronto, Ont.), and United Steelworkers of America, Local 2901.

Federal Association of Taxicab Owners, Inc., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 488.

Winnipeg Electric Company.

Montreal Tramways Company and Canadian Brotherhood of Railway Employees and Other Transport Workers.

American Dairy Lunch Company, Limited, and Hotel and Restaurant Employees' Union, Local 269.

Hurst Engineering and Construction Company, Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Winnipeg, Man.

Dominion Steel and Coal Corporation, Limited, and United Steelworkers of America, Local 1064.

Algoma Steel Corporation, Limited, and United Steelworkers of America, Local 2251.

Woodland Dairy Limited (Edmonton, Alta.).

Algoma Steel Corporation, Limited and International Association of Machinists, Lodge 485.

Electric Auto-Lite, Limited (Sarnia, Ont.), and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 456.

Canadian Bank Note Company, Limited, and Ottawa Plate Printers' Union, Local No. 6.

Gair Company of Canada, Limited, and International Brotherhood of Paper Makers.

Temiscouata Railway Company, and Canadian Brotherhood of Railway Employees and Other Transport Workers.

Standard Woodware Manufacturing Company, and Le Syndicat Catholique National du bois ouvre de Lyster, Inc.

Mastercraft Machine Products, Limited.

Liquid Carbonic Canadian Corporation, Limited (Toronto, Ont.)

Re: S. F. Bowser Company, Limited, (Toronto) and United Steelworkers of America, Local 2901

Reasons for Decision

This is an appeal jointly by the Company and the Union from a decision of the Ontario Regional Board dated January 11, 1945, declining to authorize an increase in the hourly rate for lathe and milling machine operators from 99 cents and \$1.04 respectively to \$1.10.

We have examined all the information filed on this appeal and before the Regional Board, and we must conclude that there is no basis upon which the decision appealed from can be disturbed.

The appeal must be dismissed.

May 2, 1945.

Re: Federal Association of Taxicab Owners, Inc., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 488

Reasons for Decision

By leave of the Regional Board for Ontario, the Association, on behalf of its Toronto members, appeals from a finding and direction of that Board dated February 27, 1945, directing the establishment of "a standard work week of 48 hours divided into six days of 8 hours per diem for taxicab drivers and to pay such drivers at the rate of \$20.95 for such standard work week".

It must be noted that the establishment of a 48-hour work week was a matter previously dealt with by the Industry and Labour Board for Ontario under the provisions of the (Ontario) Hours of Work and Vacations with Pay Act, 1944. What the Regional Board had to consider under the Wages Control Order (P.C. 9384) was the matter of remuneration. Whatever may have been the terms in which the application of the Union was couched, the

question for determination was whether section 23 of the collective agreement, reading as follows,

Regularly employed full-time drivers are to be hired and paid at the rate of Twenty Dollars (\$20) per week for a week of sixty-three (63) hours or proportionately to the hours worked by such drivers during such week. Hours of work shall be as follows:

Sixty-three hours per week divided into six days of ten and one-half (10½) consecutive hours per day, from which forty-five (45) minutes shall be allowed for eating at or near the half shift.

was to be altered so as to provide the weekly rate of \$20.95 (cost-of-living bonus included) for a week of 48 hours. The Union argued that as weekly workers they should receive the same rate for the reduced hours.

Re: Winnipeg Electric Company

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Manitoba dated February 28, 1945 refusing permission to establish a new classification of "salesman" with a combined time rate and commission or incentive rate therefor.

The Company employs a salesman in its Appliance Merchandising Department, whose duties were to solicit purchasers at their homes. It now wishes to establish a classification of "Floor Salesman, Class A", with an altered basis of remuneration to correspond to the changes in the nature of the work and duties brought about by wartime conditions.

The clause quoted indicates clearly that, although payment was made at a weekly rate, the number of hours worked was a material factor in its determination. In our opinion, the application could be viewed only as a request for an increase in wage rates and had to be considered in regard to section 20 (1) (a) of the Order in Council.

We have from the Regional Board a report stating that it found as a fact that there was a gross inequality and a gross injustice to be rectified and, in effect, that its decision was made for the purpose of making such rectification.

We have come to the conclusion that the decision should not be disturbed and that the appeal should be dismissed.

May 2, 1945.

Re: Montreal Tramways Company and Canadian Brotherhood of Railway Employees and Other Transport Workers

Reasons for Decision

This is an application by the Company for leave to appeal and an appeal from the Finding and Direction of the Regional War Labour Board for the Province of Quebec dated January 3, 1945. The employees involved in the application appealed from are certain employees in the Cashier's Department, the Maintenance Group in the Rolling Stock Department in the Youville Shops and in the car barns, certain employees in Track Division, Track Service Division, Building and Structure Division of the Construction Department, certain employees in the Autobus Mechanical Department, Power Department, the Electrical Maintenance Group, the Mechanical Division and the Overhead Lines.

The Quebec Regional War Labour Board refused the Company leave to appeal, but in the special circumstances of this case, and, having regard also to the important and far-

reaching effects on the Company's whole wage structure which would result from the Finding and Direction appealed from, because of the elimination of ranges of wage rates, and the substitution, therefor, of single rates, this Board grants the application of the Company for leave to appeal. In this connection it is important to note also that the representative of the Union indicated to the Board that the Union was not opposing the Company's application for leave to appeal.

We are of opinion that this is such a case and that the new combined time and commission rate should be approved from the date of application.

This appeal should, therefore, be allowed.

May 2, 1945

The submissions and evidence presented to this Board disclose that after many years experience the Company had established an elaborate wage structure comprising many classifications and a complicated system of ranges of wage rates. It should be pointed out also that this wage structure, with its many classifications and ranges of wage rates, had for a considerable period prior to wage control been reviewed and determined after

collective bargaining by the Company with its employees.

Voluminous exhibits and charts were presented to the Board on the hearing of this appeal indicating the various classifications in existence prior to the launching of this application, and indicating as well the Company's proposal and the compromise offer from the Union, and indicating finally the schedule of wage rates directed by the said Regional War Labour Board.

This Board is of opinion that the Company's wage rate structure requires simplification and modification. It is apparent that the said Regional War Labour Board devoted careful study to the number of classifications involved, and this Board will not disturb its decision in so far as it reduced the number of said classifications. In determining, however, whether it is proper in the circumstances to substitute single wage rates for ranges of wage rates, we think greater consideration must be given to the conditions which now exist as a result of the practice and procedure which have prevailed over a period of many years, and out of which the existing ranges of wage rates have developed. The evidence submitted to us also disclosed that for many years it had been the practice of the Company to promote the unskilled employees to higher classifications. This method of permitting employees to qualify for higher classifications developed a wage structure somewhat different from that which is based on well recognized "apprenticeship practice". This Board thinks that it would be neither fair to the Company nor fair to the employees in the circumstances of this case to direct a change so drastic as that proposed by the Regional War Labour Board.

We think, however, that there is reason for the objection that both in the wage structure existing prior to the launching of this application and in that suggested in the compromise

proposal made by the Company, there is opportunity for the discrimination which the Union fears. The ranges of wage rates for each classification should, therefore, in the opinion of this Board be so designed that employees, if they acquire the necessary skill and experience, may, within reasonable time progress to the top of the ranges. If such a provision is made it will also remove the Union's complaint that the ranges of wage rates heretofore in effect resulted in wage rates for the individual rather than wage rates for the particular classification. For the classifications specified in the Finding and Direction of the said Regional War Labour Board, the Company should adopt the schedule of ranges of wage rates annexed to this Reasons for Decision. This schedule when adopted will provide an orderly method by which the employee may arrive at the top of the range of his classification.

This Board realizes that this schedule of ranges of wage rates based on an analysis of the information contained in the submissions, evidence and exhibits presented to both Regional and National War Labour Boards may, with respect to a certain number of classifications, require revision or amendment. In order to assist us in determining the revisions or amendments, if any, that may be desirable, we think that the parties should have an opportunity to submit their recommendations as to such revisions or amendments after having obtained experience in the actual operation of the schedule during a period of two months. The Board, therefore, declares that either, or both, of the parties to this appeal may appear before it on the 10th day of July, 1945, to submit, for the consideration of the Board, reasons why the revisions and amendments above referred to may be necessary.

Finding and Direction will issue accordingly

May 2, 1945

Re: American Dairy Lunch Company, Limited and Hotel and Restaurant Employees' Union, Local 269

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for the Province of Alberta, dated December 9, 1944, directing the Company to pay certain increased wage rates and providing for a premium of \$1.00 per week for night and split shift work.

Leave to appeal was granted January 16, 1945. The appellant was not represented at the hearing before us.

In its original brief filed on this appeal the Company asked to have the Finding and Direction of the Regional Board set aside in

full. But by supplementary statement the Company applied for the establishment of ranges in each classification with the rates set by the Regional Board as the top of each range; and agreed to pay the present employees the rates set by the Regional Board.

We are of the opinion that the decision of the Regional Board should not be disturbed. The appellant has not satisfied us that the Regional Board erred in its appreciation of the facts or the application thereto of the provisions of the governing Order, P.C. 9384.

The appeal, therefore, will be dismissed and Finding and Direction will issue accordingly.

May 3, 1945

Re: Hurst Engineering and Construction Company, Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Winnipeg, Man.

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for the Province of Manitoba, dated February 15, 1945, by which the Board dismissed the Union's application for payment of a 6 cents per hour wage increase to hourly rated employees effective from September 15, 1943. Leave to appeal was granted February 15, 1945.

The application was made under the provisions of P.C. 9384 and it was alleged that a gross injustice and a gross inequality existed. The Union, in asking for a 6 cents per hour increase, relied upon the Finding and Direction of this Board in the railway case—Case File N-1300. The Regional Board in dismissing the application expressed the opinion that the decision above referred to did not form adequate ground for granting the application—that decision being based on the provisions of the former Order, P.C. 5963

Between 55 and 60 employees are affected by the application, although the number varies seasonally. The work consists of heating and icing cars, cleaning cattle cars, packing and storing ice and miscellaneous duties of that type.

The Company was incorporated in 1911. It constructed sewers, pavements, roads, bridges, etc. In 1925 it entered into a contract with the Canadian Pacific Railway to do the type of work above mentioned (the railway Com-

pany having previously carried on this work with its own employees) and for the last five years the Company's activities, due to the war, have been confined to this contract with the railway Company. Three of the employees now with the Company were originally with the C.P.R. prior to the original contract in 1925. The others have been taken on since that date and substantial numbers of them come from farming areas and are employed only at special rush seasons.

The first agreement with the Brotherhood and the Company was entered into in July 1942. In that year the employees were granted a cost-of-living bonus of 5 cents per hour and later, on June 30, 1943, a further increase in wage rates of 8 cents per hour was made. In June, 1944, one week's vacation with pay was granted. Certain additions to wage rates have also been made due to the rise in the cost of living.

We are of the opinion that the decision of the Regional Board is correct and should not be disturbed. We are satisfied that the employees concerned in this application are not railway employees who are affected by the decision of this Board in the railway Case File N-1300. It has not been established to our satisfaction that the Regional Board erred in any way in its appreciation of the evidence submitted.

The appeal will, therefore, be dismissed and Finding and Direction will issue accordingly.

May 3, 1945

Re: Dominion Steel and Coal Corporation, Limited and United Steelworkers of America, Local 1064

Reasons for Decision

On April 6, 1945, this Board heard an application made by the Union on the 22nd of August, 1944, pursuant to Order in Council, P.C. 689, for increases in wage rates and re-classification of the maintenance staff. In the Memorandum of Understanding, incorporated into P.C. 689, there is this clause:

That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, millwrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.

A similar application dated January 19, 1944, and made on behalf of the maintenance group

of Algoma Steel Corporation, Limited, was heard by the National War Labour Board on February 3, 1944, and following a decision made by the Board on February 17, 1944, a factual study of the wage rates and classifications of the group of maintenance employees was made by Mr. W. H. Ley as referee. Subsequently, pursuant to verbal and written communications between the Union and Dominion Steel and Coal Corporation, Limited, Mr. Ley made a similar factual study respecting similar classifications in the group of maintenance employees of the Company at Sydney, Nova Scotia. The application for the adoption of Mr. Ley's report was heard at the same time as the application dated August 22, 1944.

Notwithstanding the fact that Counsel for the Company on the hearing before us on April 6, 1945, advanced with great force argu-

ments for an interpretation of the clause above quoted, which would differ from the interpretation given to this clause by this Board on the hearing of a similar application made on behalf of the employees of Algoma Steel Corporation, Limited, this Board is satisfied that the proper interpretation was given to this clause and other relevant clauses in its hearing of the case relating to the Algoma Steel Corporation, Limited. We, therefore, adopt the reasons for decision in that case, dated February 17, 1944, and May 3, 1945, as appropriate to the application now under consideration. We have nothing to add to those decisions excepting to make the following observations with respect to certain of the objections made by Counsel for the Company for the adoption of Mr. Ley's report.

First, he argues that the Company is unable to pay the increases in wage rates which will result if Mr. Ley's schedule is adopted. In considering an application made pursuant to Order in Council, P.C. 689, we do not think the argument of inability to pay can prevail.

Second, he strenuously objected to the adoption of the said report because it will not only disturb the relationship between the maintenance group and operational group, but will also provide a change in the wage structure of the maintenance group itself, which will be found entirely too drastic. In so far as he fears the disturbance in relationship in wage rates between the maintenance and operational groups, we do not feel that he has added anything to objections made for similar reasons by Counsel for Algoma Steel Corporation, Limited, and we think it appropriate at this point to refer to the reasons for decision dated May 3, 1945, in the case of Algoma Steel Corporation, Limited, and in which it is stated as follows:

On March 13, 1945, when application was made by the Union for the adoption of the schedule of wage rates recommended by Mr. Ley, subject to the exceptions hereinafter referred to, the Company objected that the adoption of such a schedule would interfere with the Company's wage structure, and complained that it was never contemplated that there should be reclassifications and evaluation of jobs in the maintenance group apart from the reclassification and evaluation of jobs among all groups of the Company's employees as contemplated by Sub-Section 3 of Section 1 of the Memorandum of Understanding.

With respect to this objection, it should be observed, first, that the study made by

Mr. Ley is not part of that reclassification and evaluation of jobs referred to in Sub-Section 3, Section 1, of the said Memorandum of Understanding. In the second place, Sub-Section 1 of said Section 1 of the Memorandum of Understanding clearly indicates that an application would be made to the National War Labour Board for such increased wage rates or ranges of wage rates with respect to such maintenance men as will bring their wage rates "on a level with prevailing wage rates paid to maintenance men in such classifications." It follows, therefore, that this Board must in obedience to Order in Council, P.C. 689, direct such increases in wage rates to the maintenance men as are necessary to give effect to the purposes of that Order. We may add that the Company did not convince us that the schedule of wage rates hereinafter adopted would seriously or materially affect its general wage structure.

In so far as Counsel for the Company complains that the Ley report will effect drastic changes in the wage structure of the Company, we point out that Mr. Ley in his report indicates that he found in the maintenance group of the Dominion Steel and Coal Corporation, Limited, an extremely complicated wage structure consisting of classifications, grades and wage rates. Counsel for the Company did not convince this Board that the said wage structure did not require simplification, and we are not prepared to adopt his argument that this complicated and faulty wage structure should be continued simply because it has been a long time in existence.

Attached hereto is the schedule of wage rates and ranges of wage rates as prepared by Mr. Ley. This Board approves it as the schedule of wage rates and ranges of wage rates to be applied to the maintenance employees of the Company, subject, however, to this proviso that inasmuch as Counsel for both Union and the Company took exception in representations before this Board to the classifications of certain jobs as established by the referee, the Board, therefore, is of opinion that if after three months' experience the parties agree that any of these classifications and rates require amendment and revision, the Board will then hear representations from them as to such amendments and revisions.

The effective date will be the date of application, namely, the 22nd day of August, 1944.

Finding and Direction will issue accordingly.

May 3, 1945

Re: Algoma Steel Corporation, Limited, and United Steelworkers of America, Local 2251

Reasons for Decision

On February 3, 1944, this Board heard an application made by the Union on January 19, 1944, pursuant to Order in Council, P.C. 689, for increases in wage rates and reclassification of the maintenance staff. In the Memorandum of Understanding, incorporated into P.C. 689, there is this clause:

That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, millwrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.

In the decision of this Board dated March 31, 1943, it is stated that the clause above quoted is a matter in the first instance within the administrative purview of the Minister of Labour. However, negotiations between the parties having not resulted in a joint application to this Board for increased wage rates and ranges of wage rates for the maintenance group, this application was submitted by the Union.

Dealing with this application in its Reasons for Decision dated February 17, 1944, this Board after referring to item 3 of the Memorandum of Understanding which is as follows,

That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs,

made the following recommendation:

As far as we have been able to learn nothing has been done by the parties pursuant to this proviso. In our opinion the case as presented by the Union contemplates that reclassification and job evaluation is precisely what is required with respect to the maintenance staff in order to deal properly with this case.

Accordingly, we recommend to the parties that by agreement they undertake such a survey and if they can agree jointly present the results to this Board for approval. If they cannot agree to even undertake such a joint survey and notify us to that effect within a reasonable time we shall appoint a competent referee to make a factual study and report to the Board when we shall dispose of the case.

The parties did not agree to undertake the above survey, and accordingly Mr. W. H. Ley was appointed a referee to make the "factual study" above referred to. Mr. Ley made the study and copies of his report to this Board dated January 19, 1945, were delivered to the parties to this application.

On March 13, 1945, the Union applied to this Board for a direction that the schedule attached to his report, subject to certain

amendments, be adopted as the schedule of wage rates and ranges of wage rates for the maintenance men in the employ of the Company.

Before discussing Mr. Ley's report, and the suggested amendments, we think it should be noted that this Board on the first hearing of this application on February 3, 1944, indicated that the definition of the group of maintenance men referred to in the Memorandum of Understanding as "such maintenance men as pipefitters, steamfitters, millwrights, electricians and carpenters," was *illustrative* and not *exclusive*. We are satisfied that such meaning must be given to the Memorandum of Understanding when the clause is read as a whole, and read together with the recommendations of the Barlow Commission.

This Board is also of opinion that the phrase "bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications," should be given the wide general meaning which the words indicate, rather than the restricted meaning urged by Counsel for the Company to the effect that it meant prevailing wage rates paid to maintenance men in the construction industry.

We think it most unfortunate that the parties did not make and develop the applications pursuant to P.C. 689, covering all the matters referred to in that Order in Council, promptly after the Order in Council was passed on the 26th day of January, 1943. We think it equally unfortunate that both of the Companies to whom P.C. 689 was directed were not made parties to the application now under consideration. Important matters of interpretation and policy have already been determined by this Board as a result of this application, and they have been determined without the Dominion Steel and Coal Corporation, Limited, or its Counsel, having been afforded an opportunity to make to the Board their representations on matters of great concern to that Company. We, therefore, when considering this application further as a result of the hearing on March 13, 1945, delayed decision until a similar application, both with respect to the maintenance group and Mr. Ley's report, had been heard on behalf of the Dominion Steel and Coal Corporation, Limited. This application was heard on April 6, 1945, and we may say that on that hearing no argument was developed by Counsel for the Dominion Steel and Coal Corporation, Limited, or submissions made on behalf of that Company, which warrants us to change in any way our interpretation as to the Memorandum of Understanding, or to alter our

decision as to the policy which this Board should adopt as a result of this application.

On March 13, 1945, when application was made by the Union for the adoption of the schedule of wage rates recommended by Mr. Ley, subject to the exceptions hereinafter referred to, the Company objected that the adoption of such a schedule would interfere with the Company's wage structure, and complained that it was never contemplated that there should be reclassifications and evaluation of jobs in the maintenance group apart from the reclassification and evaluation of jobs among all groups of the Company's employees as contemplated by Sub-section 3 of Section 1 of the Memorandum of Understanding.

With respect to this objection, it should be observed, first, that the study made by Mr. Ley is not part of that reclassification and evaluation of jobs referred to in Sub-Section 3, Section 1, of the said Memorandum of Understanding. In the second place, Sub-Section 1 of said Section 1 of the Memorandum of Understanding clearly indicates that an application would be made to the National War Labour Board for such increased wage rates or ranges of wage rates with respect to such maintenance men as will bring their wage rates "on a level with prevailing wage rates paid to maintenance men in such classifications." It follows, therefore, that this Board must in obedience to Order in Council, P.C. 689, direct such increases in wage rates to the maintenance men as are necessary to give effect to the purposes of that Order. We may add that the Company did not convince us that the schedule of wage rates hereinafter adopted would seriously or materially affect its general wage structure.

Re: Woodland Dairy Limited (Edmonton, Alta)

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Alberta dated February 28, 1945, refusing authorization to increase wage rates for seven senior employees.

This is the kind of case in which it is difficult for this Board to interfere with the conclusion of a Regional Board who are

Re: Algoma Steel Corporation, Limited, and International Association of Machinists, Lodge 485

Reasons for Decision

This is an appeal by the Union from a decision of the Ontario Regional Board dated April 21, 1944, denying an application for an increase of 10 cents per hour to machinists and engine fitters employed by the Corporation at Sault Ste. Marie.

Counsel for the Union took exception to some forty-nine of the classifications specified by Mr. Ley. As a result of conferences by the representatives of the Company and of the Union with Mr. Ley in Ottawa, following the hearing on March 13, 1945, and further conferences at Algoma on the 15th, 16th and 17th days of March, 1945, agreement was reached between the Companies and the Union with respect to all those classifications to which the Union had taken exception. It was also agreed that the classifications of helpers indicated by Mr. Ley in his report should be eliminated from the maintenance group and should be treated as operational employees. Mr. Ley's schedule of wage rates and ranges of wage rates as amended is attached hereto, and this Board approves it as the schedule of wage rates and ranges of wage rates to apply to the maintenance employees of the Company.

In determining the effective date, it must be borne in mind that, as already indicated, the application on behalf of the maintenance group for Algoma Steel Corporation, Limited, should, in the circumstances of this case, have been directed to the Dominion Steel and Coal Corporation, Limited, at the same time. This was not done, and the similar application with respect to Dominion Steel and Coal Corporation, Limited, was not made until the 22nd day of August, 1944. The effective date will, therefore, be the date of application made on behalf of the maintenance group of the Dominion Steel and Coal Corporation, Limited, namely, the 22nd day of August, 1944.

Finding and Direction will issue accordingly.

May 3, 1945.

acquainted with local conditions and the rates generally prevailing for similar jobs in comparable businesses. Although the rates requested do not appear to be high for positions carrying the titles used, we do not think that we can with good reason alter the Regional Board's decision.

May 9, 1945

These employees are engaged in maintenance work and belong to the group of employees whose rates were dealt with in a report made by Mr. Ley and adopted in our decision of May 3, 1945, made on the application of Local 2251 of the United Steelworkers of America pursuant to P.C. 689. This appeal

was heard on September 13, 1944, and our decision was postponed pending the completion of the investigation and hearing in the case of the other maintenance employees.

The rate now being paid to machinists and engine fitters is 92½ cents. The rate adopted by this Board for journeymen in the other maintenance classifications is 90 cents. The Union, however, argued that the rate for machinists and engine fitters should be established by comparison with the rate being paid in other industries. We do not think that this argument can prevail against the necessity

of keeping all employees in the maintenance group in line with the rates recently adopted. On that basis there would seem to be no alternative but to dismiss the appeal. However, it may be that certain of the employees involved in this appeal may qualify for the highly skilled category provided in the Ley report. If such is the case, the parties should endeavour to agree and present their joint recommendations to this Board for approval of any increases in the present rate.

May 10, 1945

Re: Electric Auto-Lite, Limited (Sarnia, Ont.), and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 456

Reasons for Decision

An appeal by the Union from a decision of the Ontario Regional Board dated January 20, 1945.

On June 29, 1944, the Regional Board approved, on joint application, a change from a Bedeaux form of incentive pay to a piece work system for a trial period of three months. After this period, the Regional Board received from the parties reports on the results of the conversion, had an investigation made by its own representative and came to the conclusion

that the Bedeaux system, with full premium, should be reverted to. The Finding and Direction appealed from also contain certain other provisions related to this change.

The Regional Board appears to have given this case careful attention and no sufficient reason was advanced by the Union which, in our opinion, could justify our altering the decision of January 20, 1945.

The appeal must be dismissed.

May 16, 1945

Re: Canadian Bank Note Company, Limited, and Ottawa Plate Printers' Union, Local No. 6

Reasons for Decision

This is an appeal from a decision of the Ontario Regional Board dated January 17, 1945, refusing to allow a joint application for an increase in rates for steel-plate printers from \$1.55 to \$1.70 per hour. Overtime is being paid at time and one-half after 40 hours in the week.

The purpose of the application is admitted to be the maintenance of a pre-existing differential between the rate paid by the parent company in the United States and the rate

paid in Canada. On a weekly basis, the differential was \$8.00, but is now \$13.55 following an increase granted in the U.S. plant.

The Regional Board came to the conclusion that no "gross inequality or gross injustice" had been shown to exist in the current rates paid in Canada. In view of our past decisions asserting the irrelevance of United States rates as a basis of comparison under our Wartime Wages Control Order, we are of the opinion that the decision appealed from must be confirmed.

May 17, 1945

Re: Gair Company of Canada, Limited, and International Brotherhood of Paper Makers

Reasons for Decision

(Oral Decision)

In view of practice in effect in this Company prior to November 15, 1941, namely, that of payment of wages in lieu of granting holidays with pay in those instances in which the holi-

days could not be taken, this Board is of opinion that for the year 1945—and we wish it to be clear—that it is for 1945 only, it will approve, but not *direct*, the scheme which has been proposed for those employees who have had more than five years service with the Company.

May 16, 1945

Re: Temiscouata Railway Company, and Canadian Brotherhood of Railway Employees and Other Transport Workers

Reasons for Decision

This is an application by the Brotherhood made on behalf of the employees of the railway not employed in the running trades for

an increase of 6 cents per hour over the present rates of pay, retroactive to September 15, 1943, and for two weeks vacation with pay.

By the decision in Case File N-1300 the railways affected thereby were directed to increase their rates by 6 cents per hour. That decision applied to the running trades of this railway company but not to the classifications covered by this application, which is based on an alleged gross inequality and gross injustice.

There is no dispute as to the existence of a gross inequality or gross injustice and it is well established. The Company, however, opposes the application for the increase on the ground of its inability to pay. Section 20 (2) of the governing Order, P.C. 9384, sets out the duty of the Board in matters of this sort and is as follows:

In considering any application to authorize or direct an increase in wage rates under this section, the National Board shall take into account the probable effect of such increase in wage rates on the cost of living and on the cost of production or operation of the business or industry in which the increased rates are to be paid, and shall require any employer who alleges that the proposed increase in wage rates will be beyond his ability to pay without increasing the price of his products or services rendered by him, to present evidence in writing demonstrating the basis of such statements and setting out the amount of the increase in the price of his products or services for authorization of which it will be necessary for him to apply if the proposed increase in wage rates is made. No decision of the National Board under this section shall be construed as

imposing an obligation on or implying a commitment on the part of any other agency of government.

The evidence in our opinion amply demonstrates the inability of the company to pay increased rates. The Brotherhood did not attempt to refute the statements of the company in this regard but urged that the company should seek relief by applying to the proper authority for permission to increase its rates or, alternatively, to apply for a subsidy, which, if granted, might enable the company to pay the proposed increased rates and still remain in business.

We are of the opinion that, while a gross inequality or gross injustice has been established, there is also proof of the most positive character that the company is financially unable to pay the increased rates and that it is not the function of the Board to make directions which the company is unable to carry out without the benefit of governmental assistance—the securing of which would be quite uncertain.

For the reasons above stated, the application for a wage increase will have to be denied.

With respect to the request for vacations with pay, we are of the opinion that a plan for one week under the terms and conditions of D.B. 17 should be authorized.

Finding and Direction will issue accordingly.

May 24, 1945

Re: Standard Woodenware Manufacturing Company, and Le Syndicat Catholique National du bois ouvre de Lyster, Inc.

Reasons for Decision

This is an appeal by the employer from a decision of the Regional War Labour Board for Quebec dated December 19, 1944, granting a general 3-cent hourly increase to production employees. The union cross-appeals with respect to the effective date of the decision.

The employer manufactures small woodenware. Its industry is not comparable to the furniture industry whose rates are not properly comparable. The Regional Board, acting it would seem on the basis of some of this Board's decisions in low-wage industries, came to the conclusion that an increase was necessary to correct a "gross injustice" within the terms of section 20 (1) (a) of P.C. 9384.

It is evident that in an industry of this kind wage rates are quite definitely limited by the economic value of the output and there is a point beyond which an increase in rates threatens the existence of employment. The company submitted its financial state-

ments for the past four years and has argued its inability to pay the increase.

The Regional Board appears to have given some consideration to the employer's financial position and also it seems to have anticipated an improvement in the plant's productivity as a result of the wage increase.

Although this is a case which seems to us to come very close to the line, this Board has arrived at the conclusion that the Regional Board's decision should not be reversed.

The Regional Board having ordered payment of the increased rates effective from the date of its decision (December 19, 1944), the union cross-appealed requested that payment be from the date of its application (September 9, 1944). On this matter, the Regional Board quite properly exercised its discretion under section 30 (2) having in mind the question of ability to pay.

In the result, both the appeal and cross-appeal are dismissed.

May 23, 1945

Re: Mastercraft Machine Products, Limited**Reasons for Decision**

This is an ex-parte appeal by the Company from a decision of the Regional War Labour Board for the Province of Ontario, dated September 6, 1944, leave to appeal having been granted by that Board on November 9, 1944.

In September, 1942, the Garson Manufacturing Company commenced operations in the plant now owned by the appellant, but as far as can be ascertained no application was at any time made by it to establish classifications or wage rates. On November 15, 1943, the appellant Company took over the assets and the employees of the Garson Manufacturing Company, and generally speaking, continued paying the same rates as were paid by the Garson Manufacturing Company on that date.

On March 30, 1944, the Company applied to the Regional Board for approval of certain rates and on May 11, 1944, the Board established certain rates and ranges. From this decision there was no appeal, although certain of the rates so established were lower than the Company had been paying. By a further Finding dated June 3, 1944, the Board established rates for draftsmen and authorized the continuance of payment of a night shift premium of 7½ per cent—but in no case to exceed 5 cents per hour. From this decision there was no appeal.

On July 28, 1944, the Company applied for adjustments in certain classifications and on September 6, 1944, the Board authorized the establishment of the occupational classification of Chief Accountant and established a maximum rate therefor. It further authorized a reduction in the work week from 57½ hours to 48 hours and the payment of overtime at the rate of time and one-half. The Board, however, declined to authorize any changes in the current maximum wage rates paid to the following:

Toolmakers
Foreman and Chief Inspector

Lathe Operators (M)
Shapers
Planers
Maintenance Men

The appeal regarding the Shapers and Planers having been abandoned, the appeal now before us has to do only with the remainder of the above-named classifications.

The Company has about fifty employees and specializes in tooling and fine instruments. In effect it desires to establish for most of these classifications the highest rates paid to similar classifications in the Toronto area. An analysis of the rates paid to Toolmakers, Lathe Operators and Maintenance Men in that area indicates clearly that the decision of the Regional Board was well founded; and while in some instances higher rates exist, the rates authorized for this Company are in all cases well above the weighted average and we see no reason for acceding to the request of the appellant that its rates be placed at the highest rate being paid in Toronto.

We are satisfied that the appellant has not established the existence of any gross inequality or gross injustice in regard to these three classifications and the appeal in regard thereto will be dismissed.

The Regional Board established a rate for Day Foreman of \$1.12 per hour. We are of the opinion that, due to the nature of this classification, the rate should be at least equal to that of the Toolmakers and we direct the establishment of a range of rates of \$1.20 to \$1.30 per hour.

The Regional Board established a rate for Chief Inspector of \$1.12 per hour. We are of the opinion that for this type of work a somewhat higher rate should be approved and we therefore direct the establishment of a range of rates of \$1.12 to \$1.20 per hour.

Finding and Direction will issue accordingly.

May 22, 1945

Re: Liquid Carbonic Canadian Corporation, Limited (Toronto, Ont.)**Reasons for Decision**

An appeal from a decision of the Ontario Regional Board dated March 22, 1945 refusing an application to alter the basis of remuneration of two employees installing and servicing refrigeration and cooling equipment from an annual to an hourly rate. The change is agreed to by the men concerned and the proposal is frankly stated to be for the purpose of remunerating overtime work at a premium rate and permission is sought

to pay time and one-half after 12 hours in any day or 60 hours in any week.

We cannot agree that there is good ground to refuse this application and we are unable to subscribe to the reasons given by the Regional Board. The purpose of the request appears to be reasonable and justifiable and the application should have been authorized.

The appeal is allowed.

May 23, 1945.

Industrial Disputes and Conciliation

Introduction

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

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

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

Agreements have been made under the

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

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

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

Amendment of Wartime Labour Relations Board (National) Regulations

THE Wartime Labour Relations Board (National) has announced a further amendment of its Board Regulations of June 7, (L.G. June 1944, pp. 737-739) as amended on July 19 (L.G. August 1944, p. 969) as amended on December 9, 1944 (pp. 1478-1479).

The amendment makes provision for the election or appointment of a substitute for a bargaining representative who is no longer available so to act whether by reason of death, resignation, illness or otherwise.

The amendment was approved by the Minister of Labour on May 25.

Sub-section (7) which is to be added to Section 3 of the Regulations, is as follows:

(7) (i) Where any person elected or appointed as a bargaining representative under the Regulations is no longer available so to act whether by reason of death, resignation, illness or otherwise;

(a) If such person has been elected or appointed, as a bargaining representative

by a trade union pursuant to subsection (2) of Section 5 of the Regulations the trade union may elect or appoint a bargaining representative as a substitute for him;

(b) If the provisions of subsection (2) of Section 5 of the Regulations do not apply, a bargaining representative may be elected in substitution for him in the same manner as provided by the Regulations for the election of bargaining representatives in the first instance.

(ii) Where the Board is satisfied that a bargaining representative has been duly elected or appointed pursuant to paragraph (i) hereof it may, on application made to it on behalf of such bargaining representative, certify him accordingly.

(iii) The Chairman of the Board and, in his absence, the Vice-Chairman thereof, is hereby constituted an executive committee of the Board to exercise the powers of the Board to receive, deal with and dispose of applications for certification of a bargaining representative elected or appointed in the circumstances and for the purposes set out in paragraphs (i) and (ii) hereof.

Applications for Certification under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for three days during the month of May. During the month the Board received eight applications, held five hearings, issued eight certifications designating bargaining representatives, rejected two applications for certification and gave decisions in three appeal cases.

Certificates Issued

(1) *Canadian Navigators Federation (T. and L.C.) and Clarke Steamship Company Limited, Montreal, P.Q.* (L.G. February 1945, p. 154). Following a public hearing and an investigation of the application by an officer of the Board, the union and Messrs. Cyrica Gauthier and Jos. E. Ouellette were certified as bargaining representatives for the second and third officers employed by the Clarke Steamship Company Limited on its vessels S.S. "Gaspesia", and M.V. "North Gaspe" and S.S. "Sable Island".

(2) *Seafarers' International Union of North America, (Vancouver Branch) Pacific District (A.F. of L.) and British Columbia Steamships Limited, Vancouver, B.C.* (L.G. April 1945, p. 479). The union and Messrs. H. Murphy, J. Scotland and E. Markey were certified as bargaining representatives for the unlicensed personnel of the British Columbia Steamships Limited on its vessels the S.S. "Island Prince" and S.S. "Alaskan Prince". Certification followed the taking of a representation vote of the employees affected by an officer of the Board.

(3) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 and Searle Grain Company Limited, Winnipeg, Manitoba.* (L.G. April 1945, p. 479). Following a public hearing and an investigation of the application by an officer of the Board, the union and Messrs. J. L. Pateman, C. Hardick, and F. Ryder were certified as bargaining representatives for the shovellers, labourers, experienced labourers and all monthly-rated employees engaged in the operation of the Company's elevators at Fort William, Ontario. The analyst, electrician, assistant electrician, master mechanic, assistant millwright, weighman, assistant weighman, shippers and sampler, cleaner foreman and three watchmen sworn in as policemen were excluded from the bargaining unit. Reasons for judgment will be found at the end of this article.

(4) *Brotherhood of Railroad Trainmen and National Harbours Board, Quebec, P.Q.* (L.G.

April 1945, p. 479). Following an investigation of the application by an officer of the Board the union and Messrs. Edger Dery, Phil Bouchard and Paul Henry Boutin were certified as bargaining representatives for the locomotive engineers, firemen, hostlers, assistant yard masters, yard conductors, yard brakemen, employed by the National Harbours Board, Quebec, P.Q.

(5) *Canadian Seamen's Union and Canada Cement Transport Limited, Montreal, P.Q.* (L.G. May 1945, p. 665). The union and Messrs. J. A. Sullivan, D. Ferguson and C. E. Lenton were certified as bargaining representatives for the unlicensed personnel of the employees of the Canada Cement Transport Limited, Montreal, P.Q., employed on its vessels the S.S. "Bulkcarrier" and M.V. "Cement Karrier". Certification followed the taking of a representation vote of the employees affected and an investigation of the application by an officer of the Board.

(6) *Halifax Harbour Staff Association (Civil Service Federation of Canada) and National Harbours Board, Halifax, N.S.* (L.G. May 1945, p. 665). Following an investigation of the application by an officer of the Board the union and Messrs. L. B. Feetham, A. Ross, L. S. Cook, T. J. Holland, D. Moriarty, A. Hawkins and W. Browne and Miss Isa H. Innes, Miss Marion Rhinehardt and Miss Alice Purcell were certified as bargaining representatives for the staff employees of the National Harbours Board, Halifax, N.S. The employees of the Branch of the Government Treasury Department associated with the National Harbours Board, the port secretary, chief engineer, assistant engineer, electrical superintendent, cold storage superintendent, cold storage assistant superintendent, grain elevator superintendent, grain elevator general foreman, wharfage supervisor, timekeeper paymaster and equipment agents, acting harbour manager and/or harbour master, police supervisor, police officers and constable, purchasing agent, cold storage mechanical superintendent, port manager's stenographer and supervisor of floating equipment were excluded from the bargaining unit.

(7) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (A.F. of L. and T. & L.C.) and Collingwood Terminals Limited, Collingwood, Ontario.* (L.G. May 1945, p. 665). The union and Messrs. F. H. Hall and H. F. Mead were certified as bargaining representatives for the employees of the Collingwood Terminals Lim-

ited. The superintendent, accountant, stenographer and foremen were excluded from the bargaining unit. Certification followed an investigation of the application by an officer of the Board.

(8) *The Oshawa Railway and Thousand Islands Railway Clerical Association and Thousand Islands Railway Company, Gananoque, Ontario.* (L.G. May 1945, p. 665). Following an investigation of the application by an officer of the Board, the union and Messrs. Nelson Whinfield, and Thomas Driscoll were certified as bargaining representatives for the chief clerk, clerk, cashier, stenographer, ticket clerk and telegraph operator, express clerk, and freight shed man.

Applications for Certification Rejected

(1) *Brotherhood of Railroad Trainmen and Esquimalt and Nanaimo Railway, Victoria, B.C.* (L.G. March 1945, P. 290). Following a public hearing the Board decided that the application for certification of bargaining representatives could not be entertained. Reasons for judgment in this case will be found at the end of this article.

(2) *Canadian National Railways System Federation No. 11 and Canadian National Railways (Montreal Central Station) Montreal, P.Q.* (L.G. April 1945, p. 479). Following a public hearing the Board decided that the application for certification could not be entertained. Reasons for judgment in this case will be found at the end of this article.

Representation Votes Ordered

(1) *The Brotherhood of Railroad Trainmen and the New York Central Railroad Company Canada Division (Michigan Central Railroad) St. Thomas, Ont.* (L.G. March 1945, p. 290). The eligible voters are the road train conductors employed by the New York Central Railroad Company on its Canada Division (Michigan Central Railroad) St. Thomas, Ontario.

(2) *The Brotherhood of Railroad Trainmen and Wabash Railroad Company, Buffalo Division (Lines east of Detroit) St. Thomas, Ontario.* (L.G. March 1945, p. 290). The eligible voters are the road train conductors employed by the Wabash Railroad Company on its Buffalo Division (Lines east of Detroit) St. Thomas, Ontario.

(3) *The Brotherhood of Railroad Trainmen and the Pere Marquette Railway Company (Canada Division) St. Thomas, Ontario.* (L.G. March 1945, p. 290). The eligible voters are the road train conductors employed by the Pere Marquette Railway on its Canada Division, St. Thomas, Ontario.

Reasons for judgment in the above three cases will be found at the end of this article.

(4) *Seafarers' International Union of North America and Canadian Pacific Railway Company (B.C. Coast Steamship Service) Vancouver, B.C.,* (L.G. April 1945, p. 479). The eligible voters are the unlicensed personnel in deck, engine room stewards departments on vessels operated by the British Columbia Coast Steamship Service of the Canadian Pacific Railway, Vancouver, B.C. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, has been appointed Returning Officer by the Board to conduct this vote.

(5) *Canadian Seamen's Union, Pacific Coast District and Kingcome Navigation Company, Vancouver, B.C.,* (L.G. May 1945, p. 665). The eligible voters are the unlicensed personnel in deck, engine room, and stewards departments on vessels operated from the Pacific Coast for the Kingcome Navigation Company, Vancouver, B.C. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, has been appointed by the Board to conduct this vote.

Applications for Certification under Investigation

(1) Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of employees in the stores and mechanical departments, of the Northern Alberta Railways Company, Edmonton, Alberta.

(2) Brotherhood of Maintenance-of-Way Employees on behalf of rough carpenters employed as grain door repairmen at the lakehead terminals of the Canadian National Railways, Western Lines, Winnipeg, Manitoba.

(3) Canadian Seamen's Union on behalf of the unlicensed personnel employed on vessels operated by Marine Industries Limited, Sorel, P.Q.

(4) International Longshoremen's and Warehousemen's Union Local 502, on behalf of longshoremen employed in the port of New Westminster, by the Empire Stevedoring Company Limited, New Westminster, B.C.

(5) International Longshoremen's and Warehousemen's Union, Local 502, on behalf of longshoremen employed in the port of New Westminster, by Consolidated Mining and Smelting Company of Canada Limited, Vancouver, B.C.

(6) International Longshoremen's and Warehousemen's Union, Local 502, on behalf of longshoremen employed in the port of New Westminster, by Victoria and Vancouver Stevedoring Company Limited, Vancouver, B.C.

(7) International Longshoremen's and Warehousemen's Union, Local 502, on behalf of longshoremen employed in the port of New Westminster, by the Canadian Stevedoring Company Limited, Vancouver, B.C.

(8) Canadian Radio Officers' Association, Pacific District, Local 4 (A.C.A.-C.I.O.) on behalf of Radio Officers employed on dry cargo vessels operated from Pacific Coast ports by Park Steamship Company Limited, Vancouver, B.C.

Decisions of Board in Appeal Cases

The Board issued reasons for judgment in the following cases:

(1) Building Service Employees International Union, Local 204, (A.F. of L.) respondent

Between: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650, Applicant, and Searle Grain Co., Ltd., Fort William, Ont., Respondent.

The Board consisted of the Chairman and Messrs. Best, Complin, Deschamps, Hills and Mosher.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application by the Brotherhood for certification of bargaining representatives appointed or elected by it for the employees of Searle Grain Co., Ltd., at Fort William.

The application was opposed by Mr. N. L. Leach, the President, and Mr. L. C. Irwin, the Superintendent of the Searle Grain Co., Ltd. Mr. Leach read an argument urging the Board to reject the application on the ground that the Brotherhood had refused to charter a Local, the membership of which would be confined to employees of the Searle Grain Co., Ltd., and which would enter into a collective agreement with that Company, although officers of the Brotherhood had—during the course of negotiations extending over the last seven years—on more than one occasion verbally agreed to the settlement of the difficulty by the chartering of such a Local. It appears that the Brotherhood has already chartered a similar Local which has a collective agreement with the Saskatchewan Wheat Pool. Mr. Leach feels that the position of his Company as a competitor of the Saskatchewan Wheat Pool will be at a considerable disadvantage if it is compelled to deal with a Local composed of employees of a number of Grain Companies such as the applicant. In support of his contention, he produced a copy of a letter written by one M. Cleary, to the editor of the *Times Journal* in which Mr. Cleary states that the

ent and Toronto General Hospital, Toronto, Ontario.

(2) International Association of Machinists, appellant and Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., respondent.

(3) United Steelworkers of America, Local 3493, appellant and John East Iron Works, Limited, Saskatoon, Sask., respondent.

(4) National Paper Employees' Association Petitioner Appellant, and National Paper Goods Limited, Respondent, and International Printing Pressmen and Assistants' Union, Local 176 and International Typographical Union, Local 129 and International Brotherhood of Bookbinders, Local 114, Interveners Respondents.

The texts of the Board's reasons for judgment in the various cases appear below.

members of Lodge 1142, which is composed of employees of the Manitoba Pool Elevators, are working more than eight hours a day receiving time and a half for time worked after eight hours.

The Brotherhood refuses to charter a new Local as requested by Mr. Leach and ask for certification of bargaining representatives appointed or elected by the applicant Local.

Mr. Leach contends that the employees do not require union representation because they enjoy the advantages of steady work, Sunday as a day of rest, pay during forced lay-off, promotion within the staff, favourable working hours, the protection of a twenty-hour watchman service; suffer no deduction for sickness or absence through illness; have group life insurance, retirement allowance, medical benefits, "Happy Birthday" allowance, Christmas holidays, holidays with pay, better than prevailing wages and cost-of-living bonus. Mr. Leach recited the differences between Lodge 650 and the Company, beginning in 1938 when the Company took a secret ballot vote of its employees and were satisfied that they did not desire any change in the existing relationship with the Company.

In 1942 Mr. J. P. Nicol held an inquiry as an Industrial Disputes Inquiry Commissioner and it is said suggested a chartering of a Local confined to employees of the Company. The Company agreed to this suggestion and a letter from Mr. Pateman, described as General Chairman of the Brotherhood, is produced in which he states that he has left instructions with Mr. Cleary to institute the separate lodge with as little delay as possible. Sub-

sequently Mr. Pateman informed him that the employees objected to limiting the membership to employees of the Company. Apparently Mission Lodge was chartered but subsequently surrendered its charter.

The Board is unable to reject the application on the grounds raised by the Company. Section 5 of the Regulations provides that the employees of any employer may elect bargaining representatives and that if the majority of the employees affected are members of one Union that Trade Union may elect or appoint its officer or other persons as bargaining representatives on behalf of all the employees affected.

Section 8 of the Regulations provides that when the Board is satisfied that the bargaining representatives have been duly elected or appointed it shall certify them as bargaining representatives and shall specify the unit of employees on whose behalf the representatives so certified are authorized to act.

Mr. Leach does not suggest that the bargaining representatives have not been duly elected or appointed or that the unit of employees suggested by the applicant is not appropriate. When he was asked whether his Company desired the Board to direct a vote of the employees, he did not state that the Com-

pany desired such a vote. The report of the investigating officer of the Board shows that 40 employees are members of the applicant Local out of 63 employees affected. The applicant Union has agreed to the exclusion of all the classifications to which the Company objected except the assistant foreman and three watchmen. The Company admits that the assistant foreman has no authority to employ, discharge, suspend, discipline, grant time off, promote, demote, or transfer other employees but contends that in the absence of the foreman he does make confidential reports on the ability or conduct of employees under his jurisdiction. The Board has in other cases included some employees of comparable responsibility to assistant foremen. The three watchmen in question, sworn as policemen and carrying firearms, will be excluded from the bargaining unit.

The bargaining representatives will be certified.

(Sgd.) G. B. O'CONNOR,
Chairman.

F. H. Hall, Esq., J. H. Pateman, Esq., for Applicant; N. F. Leach, Esq., L. C. Irwin, Esq., for Respondent.

Dated at Ottawa, May 22, 1945.

Between: Brotherhood of Railroad Trainmen, Applicant, and Esquimalt and Nanaimo Railway, Victoria, B.C., Respondent, and Order of Railway Conductors, Intervener.

The Board consisted of the Chairman and Messrs. Best, Complin, Deschamps, Hills and Mosher.

Reasons for Judgment

This is an application by the Brotherhood of Railroad Trainmen for certification of bargaining representatives appointed by it for the road train conductors of the Esquimalt and Nanaimo Railway. The application is opposed by the Order of Railway Conductors who contend that the Esquimalt and Nanaimo Railway is not an employer and that the road train conductors affected by the application are employed by the Canadian Pacific Railway Company with which the Order of Railway Conductors has a collective agreement.

The Brotherhood points out that the road train conductors employed on the railway line chartered by the Esquimalt and Nanaimo Railway Company were not permitted to cast their ballots in the recent vote directed by the Board on the application of the Brotherhood for certification of bargaining representatives appointed by it for all road train conductors employed upon the Canadian Pacific Railway and the Canadian National Railways.

The chief issue is whether the Esquimalt and Nanaimo Railway Company employs and whether the road train conductors affected are employed by the Esquimalt and Nanaimo Railway Company.

The Esquimalt and Nanaimo Railway Company was incorporated by Special Act and authorized to construct a railway on Vancouver Island. The Canadian Pacific Railway Company purchased all the shares in the Esquimalt and Nanaimo Railway Company and leased and operates the Esquimalt and Nanaimo Railway. All revenues of the Esquimalt and Nanaimo Railway are received by the Canadian Pacific Railway Company. The names of the road conductors employed on the Esquimalt and Nanaimo Railway line appear on the regular payrolls and the conductors are paid by the cheques of the Canadian Pacific Railway. It is clear, then, that the Esquimalt and Nanaimo Railway Company has no employees.

The other issue is whether the Board should treat the application as an application for certification of bargaining representatives appointed by the Brotherhood for the employees

of the Esquimalt and Nanaimo Railway line, now known as the Island Division of the British Columbia district, of the Canadian Pacific Railways Western Lines. On February 26, 1938, an arrangement was made by the Order of Railway Conductors with the Canadian Pacific Railway Company, and confirmed by letter, that the Esquimalt and Nanaimo Railway conductors form a part of the Western Lines General Committee. The letter records the fact that the Esquimalt and Nanaimo conductors had had representation at a tri-annual meeting at Winnipeg. The collective agreement covering road conductors on Western Lines of the Canadian Pacific Railway Company was extended by special arrangement—most recently on February 27, 1943—to cover the road conductors on the Island Division aforesaid. In support of its application for certification of bargaining representatives for the road train conductors of the Canadian Pacific Railway Company, the Brotherhood circulated and produced to the Board's investigating officer authorization forms signed by certain road conductors on the Island Division. The Order of Railway Conductors contends that no objection was voiced by it to the inclusion of the road conductors employed on the Island in the voters' list for the said election. It appears that in preparing the seniority list the Canadian Pacific Railway Company omitted to include the names of the conductors on the Island Division. The Board is satisfied that this omission was entirely due to an oversight which occurred under the following circumstances.

In his letter to the Canadian Pacific Railway Company of April 6, 1944, the Chief Executive Officer of the National Board asked for "a copy of your company's conductors' seniority list (regular and spare conductors) as at April 5". The fact that no list for the Island Division was supplied can only be accounted for by the fact that the Esquimalt and Nanaimo Railway had at one time been operated separately and that as the lists were termed "seniority lists" the limited seniority applicable to the Island Division may have led those concerned with furnishing the lists to omit or overlook the Vancouver Island list. That this was a serious omission must be admitted but in the view of the Board it would not justify the establishment of the Island Division as a separate bargaining unit at this time.

The application is accordingly dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman,

A. J. HILLS,
A. DESCHAMPS,
E. R. COMPLIN.

J. J. Hendrick, Esq., A. J. Kelly, Esq., for Applicant; H. D. Brydone-Jack, Esq., for Respondent; J. L. D. Ives, Esq., W. G. Baker, Esq., M. J. Irving, Esq., J. F. Buckley, Esq., T. M. Corrigan, Esq., for Intervener.

May 22, 1945.

Reasons for Dissenting Opinion

In dissenting from the views expressed in the majority judgment, the undersigned respectfully submit the following reasons why we cannot consistently support a position that denies to the applicant his moral and legal right under the provisions of P.C. 1003.

The application of the Brotherhood of Railroad Trainmen for certification covering road train conductors on the Esquimalt and Nanaimo Railway is a direct result of those employees on that property being excluded from the vote ordered by this Board in connection with the former application covering a similar class of employees on the Canadian Pacific Railways. The exclusion of the conductors on the E. and N. Railway from the former vote, as shown by the evidence submitted at the hearing, seems to be the responsibility of this Board.

The original application of the Brotherhood of Railroad Trainmen covering conductors of the Canadian Pacific Railway and the Canadian National Railways was considered by the Board, July 5, 1944, when it was decided that a vote be taken between the two organizations to determine the wishes of the employees; that the Chief Executive Officer with two members of the Board would consult with the parties to negotiate the voters' list, and report at the next sittings. A report of that Committee was considered at a sitting of the Board, July 18, when it was decided that a vote would be taken in accordance with the general basis of agreement by the parties. Evidently the report of that Committee is conspicuous by the absence of any reference whatever to a discussion as to the inclusion of the E. and N. Railway conductors in that vote.

The Minute of that meeting (Item 9), as corrected by Item 2 of the Minutes of July 19, reads:—

"Renewed consideration of the report of the Committee *re* the vote to be arranged in connection with the application of the Brotherhood of Railroad Trainmen. The motion was approved that the vote be taken of the Western and Eastern Lines Canadian Pacific Railway Company separately and for the Canadian National Railways Western Region separately from the Atlantic and Central Lines which will be combined. The Chairman stated that at the proper time he may decide to vote that the bargaining unit shall be system-wide on each railway. It was also decided that the vote would be taken

by mail, with the details of voting procedure to be decided later."

The above-quoted Minute clearly indicates that the Board directed the vote in connection with the former application to be taken on a jurisdictional basis governed by the scope of existing agreements, notwithstanding the fact that the application was made for certification on a system basis, for each railway. Quite obviously, therefore, the Board assumed responsibility for directing the vote to be taken and counted separately on the respective seniority territory covered by agreements then in effect.

Items 3 and 4, Minutes of July 19, record the consideration given to the details of voting procedure when the Board decided that the ballot would be mailed to each person eligible to vote with a return envelope addressed to the Chief Executive Officer of the Board without identification marks of any kind; that in the case of emergency or part-time conductors that their eligibility to vote would be determined by trips where the records of the company indicated that the persons in question showed a preponderance of time worked as brakemen and conductors when separately checked on both a mileage and trip basis; that employees attending reserve army camps would be allowed to vote; and that the Chief Executive Officer of the Board was authorized to take the vote. No reference whatever is made in these records as to the inclusion of employees of the E. and N. Railway in the vote.

At the hearing, April 10, 1945, on the application of the B. of R.T. for certification covering road train conductors on the Esquimalt and Nanaimo Railway, Mr. Hendrick, on behalf of the applicant stated in part (Page 2 Proceedings):—

"By direction of members of the Brotherhood of Railroad Trainmen and others employed as road train conductors either regularly or with a preponderance of service in that capacity, this application seeking certification for that union as the bargaining representative for that class of employees was filed with your Board.

Personally signed authorizations have been received from these employees. These with membership records have been submitted for examination to the appropriate officers of your Board.

This, we believe, to be the only legitimate means whereby an authoritative choice and certification can be determined and obtained."

Although some of the evidence taken at the hearing is rather conflicting, as to the date of ownership and operation of the property involved in this application, certain pertinent facts seemed to be clearly revealed, namely: The agreement covering wages and working conditions for conductors on the E. and N. Railway is separate and distinct from the agreements for the same class of employees on the Canadian Pacific West Lines; that the

seniority rights of conductors on the E. and N. Railway are confined to that property and, therefore, do not extend to the C.P.R. West Lines; that all other train and engine service employees on the E. and N. Railway have separate agreements from that of the C.P.R. West Lines and that their seniority rights are also limited to the E. and N. Railway.

Another important fact, although not revealed by the evidence at the hearing, is that while free annual transportation is issued to all senior employees on the C.P.R. both Eastern and West Lines, this privilege is not accorded the employees on the Esquimalt and Nanaimo Railway. In other words, if transportation is required by employees of the E. and N. Railway over the Canadian Pacific Lines, they must apply for a trip pass, as may be necessary. Support of this fact is found in the recent representations made by the B. of R.T. to the C.P.R. management to accord their members on the E. and N. Railway similar pass privileges to those enjoyed by employees on the C.P.R. A further fact is shown in the Canadian Pacific Railway System Time-Table Folder where the Esquimalt and Nanaimo Railway is clearly indicated (*See* Table 164 P. 47). This is similar to the information to the public shown in Table 9, P. 8 with respect to the Dominion Atlantic Railway, where separate agreements are in effect.

Referring to Page 13 of the Proceedings of Hearing, when discussing the status of the Esquimalt and Nanaimo Railway:—

"The CHAIRMAN: Does the Canadian Pacific lease it?"

"Mr. BRYDONE-JACK: We own it. We bought it, I would say back in the early 1900's."

At Page 14 of the Proceedings, after Mr. Brydone-Jack's reference to having the annual report of the company with him the following question was asked:—

"Mr. TAYLOR: Is it shown as a subsidiary company?"

"Mr. BRYDONE-JACK: It is shown under the leased railway companies"

Then followed questions as to whether there was a separate agreement for the employees on the Esquimalt and Nanaimo Railway as there exists on the Western and Eastern Lines of the Canadian Pacific; also a reference to the letter read by Mr. Ives dated February, 1932, from Mr. J. M. Cameron, agreeing to apply certain rules and conditions governing conductors on the Canadian Pacific Western Lines as a basis for computing the time by which the Esquimalt and Nanaimo Railway will pay their conductors.

At Page 15:—

"Mr. BRYDONE-JACK: There was a joint agreement."

"Mr. HENDRICK: No, a separate agreement."

"Mr. BRYDONE-JACK: To the best of my knowledge the conductors agreement, at least since 1932 when that agreement was made that Mr. Ives read out, they have been regarded as coming under it. As to the earlier details, I could not answer that specifically."

"Mr. DESCHAMPS: You mean since 1932 they have been under the Western Lines agreement?"

"Mr. BRYDONE-JACK: Not that agreement, but the agreement that Mr. Ives read out."

"Mr. MOSHER: That just simply says that they are applying that agreement. It does not say that it is in the agreement, but that they will apply it."

"Mr. BRYDONE-JACK: Applying that agreement."

"Mr. MOSHER: It is just the same as the Canadian National Railways saying that they will apply the Canadian Pacific agreement, or the same as you said at Toronto for many years, that you would apply the Canadian National Railways agreement to the terminal employees. What I want to know is if it is written into the Western Lines agreement?"

"Mr. BRYDONE-JACK: No, they are not specifically included in the Western Lines agreement."

A further reference to the E. and N. Railway agreement, Page 16:—

"Mr. MOSHER: Here is what I am trying to get at, if I may be pardoned for butting in again. Mr. Ives quoted an agreement which was signed by Mr. Cameron, the Manager of the Esquimalt and Nanaimo Railway, and by Mr. Hedley, General Chairman of the Order of Railway Conductors. It is not an agreement with the Canadian Pacific Railway; it is a separate agreement made with this Railway to apply certain conditions and certain rules and changes. Is that right, or has there been anything since that one?"

"Mr. BRYDONE-JACK: At that time the Esquimalt and Nanaimo Railway was not a part of the British Columbia District. I think I am right in saying that it was separately operated."

Continuing on Page 17:—

"Mr. MOSHER: I would like to get this clear and I am addressing all my remarks to this point, as to whether there has been anything since that agreement of Feb. 27, 1932, between the conductors and the Canadian Pacific Railway with respect to the Esquimalt and Nanaimo Railway?"

"The CHAIRMAN: I think, Mr. Mosher, you can be quite sure that if there had been anything subsequent to that Mr. Ives would have produced it. I think the situation is quite clear. The Esquimalt and Nanaimo Railway is chartered. It has no employees. As I understand it, it is leased and operated by the Canadian Pacific Railway Company. There is no agreement with the conductors, as I understand it, for the particular employees on the Esquimalt and Nanaimo Railway."

"Mr. HENDRICK: Yes, there is. We will show that."

Page 18 records a request by Mr. Brydone-Jack for permission to wire his people for a copy of the agreement in respect of these classes on Vancouver Island. To this Mr. Hendrick replied: "We have the agreement right here."

At Page 19:—

"Mr. HENDRICK: Mr. Chairman and gentlemen, we have noted the objections offered by the Order of Railway Conductors and feel some further explanation to be warranted.

In respect to the opposing argument that the Esquimalt and Nanaimo is an integral part of the Canadian Pacific Railway Western Lines, we submit that when a similar application was made respecting Canadian Pacific Lines West it was decided by your officers and agreed that this property being covered by a separate agreement they should be excluded from the vote taken on the Canadian Pacific West.

In respect to the relationship of the respective agreements governing the Esquimalt and Nanaimo Railway and the Canadian Pacific Western Lines, it is an established fact, evidenced by agreements in effect a copy of which is supplied for your information, that a separate agreement governs services of Esquimalt and Nanaimo employees. The fact that such agreement provides that certain portions of the Canadian Pacific West agreement applies to Esquimalt and Nanaimo employees does not alter the fact that separate agreements obtain.

At this point I am going to leave with the Board an agreement made March 1, 1917, between the Esquimalt and Nanaimo Railway and the Brotherhood of Railroad Trainmen, and in that agreement you will find conductors, baggagemen, and brakemen. They are all included. Following scheduled negotiations in 1916 the General Chairman went out to the Esquimalt and Nanaimo Railway and made that agreement, and he approved it. Similarly in 1920 the McAdoo award, as you have had it mentioned here, was under discussion and rates were being applied after those discussions. The Esquimalt and Nanaimo Railway was represented on the General Committee by a local chairman from that property. After those negotiations with the Canadian Pacific Lines West General Committee, the General Chairman again went out to the Esquimalt and Nanaimo Railway and made this agreement which was effective May 1, 1920. I should like to quote from that agreement:

It is agreed that the rules and conditions governing trainmen on Valley territory of the British Columbia Division of the Canadian Pacific Main Lines effective May 1, 1920, will be used as a basis for computing the time by which the Esquimalt and Nanaimo Railway will pay their trainmen as per rates set out above.

There are all kinds of rules in this Esquimalt and Nanaimo agreement which still obtain today, regardless of any evidence to the contrary produced before this Board.

It is a separate agreement. It is true that the general agreement applies in part, but there are exceptions as you will note in this schedule which applied to the Esquimalt and Nanaimo only. Therefore, there is a separate agreement in effect on that property. The letter from the General Manager of that property in 1932 to the Canadian Order of Railway Conductors states:

It is agreed that the rules and conditions governing conductors on the Canadian Pacific Railway Lines West, made effective March 1, 1931, will be used as a basis for computing the time by which the Esquimalt and Nanaimo Railway will pay their conductors and also govern the conditions of service.

There is no agreement there, only in so far as pay is concerned. The conditions of the Esquimalt and Nanaimo agreement are still in effect and are so recognized by the Order of Railway Conductors and the Brotherhood of Railroad Trainmen. There is no question about that.

Owing to the partial application of Canadian Pacific West agreement to the Esquimalt and Nanaimo it is obvious that the employees so covered should have representation on Canadian Pacific West Committee for the purpose of negotiating portions of agreement applicable to their services.

That does not mean that because one railroad has a representative on a committee that that railroad is covered by the same agreement. We have many general committees which represent different railroads under various contracts. There is nothing in that.

This does not in any way detract from their authority and responsibility respecting portions of the Esquimalt and Nanaimo agreement applicable only to Esquimalt and Nanaimo employees' service.

Under such circumstances, having in mind that the recognition of separate schedule agreements and functions as bargaining representative, precluded the inclusion of these men in the vote on Canadian Pacific West, we make this application.

We now appeal to your Board for opportunity for authoritative expression by these men as to their choice of bargaining representative, and to implement same by certification.

Going back to the submission of the conductors, we must not lose sight of this fact, that these men on the Esquimalt and Nanaimo Railway, under the Esquimalt and Nanaimo agreement exercise seniority only on the Esquimalt and Nanaimo Railway. They do not exercise seniority on the Canadian Pacific Lines outside of the Island. It is the Esquimalt and Nanaimo Railway proper where they exercise their full seniority. They say, "No objection was voiced by the representatives of the Order of Railway Conductors with respect to the voting of the conductors on Vancouver Island during the recent representation election." Certainly we took authorizations, but when your investigating officer discussed the matter we said that it was a separate agreement and therefore they should not be included in the Canadian Pacific Lines West.

So far as the number of employees is concerned we may be a little out on that, but the Board can very well see who is entitled to vote and who is not entitled to vote. Then they say:

We are in possession of information which leads us to believe that authorization forms were circulated by representatives of the Brotherhood of Railroad Trainmen among the men employed on that portion of the Canadian Pacific Railway Western Lines identified as the Esquimalt and Nanaimo.

That is right. When the vote was being taken it was decided by your investigating officer that a separate agreement was in effect on the Esquimalt and Nanaimo Railway. That is right and proper, and it is still in effect regardless of the letter from the General Manager which states that the Canadian Pacific Railway Lines West will be used as a basis for computing pay. That is all, but the conditions of service still obtain. For instance, you will find this:

Any change in present mileage for passenger trainmen from the maximum laid down in this Schedule will be arranged in conference with Superintendent and Committee.

You will notice that the maximum is 3,800 miles per month. That does not apply on the Western Lines, where the maximum is 4,200 miles per month. You will notice also:

Article 2, Clause (a) will not apply where crews are required to unload shipment from through cars over which the Esquimalt and Nanaimo Railway have no control.

And also:

It is understood that any Rules or Conditions contained in the British Columbia Division Schedule that may be found unworkable will be adjusted in consultation with your committee.

Article 3. Log trains will be operated under work train conditions. The log train crew on the Lake Cowichan Sub-Division may be required to run the Duncan-Lake Cowichan mixed train as part of their day's work in log train service.

My point is that the Canadian Pacific Lines West schedule applies in part, but these conditions here apply particularly to the Esquimalt and Nanaimo Railway, and are in effect by agreement with that railway, copies of which agreement I have left with you.

Bottom of Page 24:

MR. BEST: Mr. Brydone-Jack, do you agree with Mr. Hendrick that the men on the Island have no seniority rights on the mainland?

MR. BRYDONE-JACK: As far as I know their seniority district is confined to the Island.

From the foregoing and other available evidence is revealed the following pertinent facts which constitute the chief reasons for this dissenting opinion:

1. That it is clearly established there are separate agreements in effect covering employees on the Esquimalt and Nanaimo Railway from those in effect on the Canadian Pacific Railway West Lines.
2. That the seniority rights of employees on the Esquimalt and Nanaimo Railway are confined entirely to that property and, therefore, under existing agreements, cannot be exercised on West Lines of the Canadian Pacific Railway.
3. That the annual free pass privileges given to senior employees on the Canadian Pacific Railway West Lines are not enjoyed by employees of the Esquimalt and Nanaimo Railway and, in fact, have been refused.
4. That at the suggestion of the officers assigned by the Board to supervise the vote of conductors on the Canadian Pacific Railway, the conductors on the Esquimalt and Nanaimo Railway were excluded from that vote, although evidence of authorization on their behalf was produced with that of similar evidence covering conductors on West Lines of the Canadian Pacific Railway.

5. That the vote on the former application for certification was directed by the Board to be taken on a jurisdictional basis as defined by existing agreements, notwithstanding the terms of that application contemplated a system-wide vote.

6. That the Time-Table Folder issued by the Canadian Pacific Railway (Lessor of the E. and N. Railway) clearly shows the Esquimalt and Nanaimo Railway in Table 164 covering train time schedules on that property.

Having regard to all the relevant facts, amply supported by available evidence, we respectfully submit:

That the decision of the Board at its meeting of May 9, in denying a vote and certification, imposes a gross injustice on the applicant.

(Sgd.) W. L. BEST.

(Sgd.) A. R. MOSHER.

May 22, 1945.

Between: Canadian National Railway System Federation No. 11, (Railway Employees Department, A.F. of L.), Applicant, and Canadian National Railways, Respondent, and Brotherhood of Maintenance-of-Way Employees of the Canadian National Eastern Lines System Federation, A.F. of L. and T. and L.C., Intervener

The Board consisted of the Chairman and Messrs. Best, Complin, Deschamps, Hills and Mosher.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application by the Canadian National Railway System Federation No. 11 for certification of bargaining representatives for 18 carpenters, painters, plumbers, pipe-fitters and helpers, employed at the New Central Station, Montreal. These employees formerly worked at the Bonaventure Station. The applicant is a Federation of eight Railway Labour Organizations and claims to have been negotiating a collective agreement with the Canadian National Railways for employees in the Canadian National Railway Montreal office building numbering some 143 persons.

The intervener opposes the application on the ground that the Central Station, like the Bonaventure Station, is erected on the right of way of the Canadian National Railways and as such the employees in question are included in Wage Agreement No. 9 between Canadian National Railways and the Brotherhood. They contend that the proper bargaining unit is all Maintenance-of-Way employees of the Eastern Division of the Canadian National Railways. On the other hand, the Federation contend that the proper bargaining unit is the 18 persons in question who are members of the Federation and who desire to be represented by it. The Canadian National Railways put Mr. W. E. Shepley, Superintendent of Buildings, C.N.R. Montreal, in charge of all Canadian National Railway buildings in Montreal including the Central Station and it is claimed by the Federation that by reason of this the 18 employees are no longer working in the Bridge and Building Department of the

Canadian National Railways and are therefore not included in the said Wage Agreement No.

9. They also contend that these employees were not, until February, 1945, shown on the seniority list of the Bridge and Building Department of the Canadian National Railways and were not until then paid at the rate specified in the said Wage Agreement No. 9.

Both the Federation and the Brotherhood belong to the A.F. of L., and they state that they have no desire to poach on each other's preserves but wish the Board to settle the question for them. It appears that the first difference arose in the spring of 1944 when the Federation and the Brotherhood were contending as to which of them should represent the employees in the Canadian National Railway Montreal buildings, including the Central Station. On April 26, 1944, the Director of Labour Relations of the Canadian National Railways had a conference with the President of the Federation when an agreement was arranged which was confirmed by a letter from the President of the Federation to the Director of Labour Relations dated April 29, 1944, which is in part as follows:

This whole question was given very careful consideration at a meeting of our Executive in Montreal, April 28 resulting in the following decisions:

1. Withdraw our claims to represent employees in the New Central Station who are now specifically covered by the Maintenance of Way and Clerks and other Classes of C.N.R. Employees' Wage Agreements.

2. Proceed with the necessary action to represent and negotiate a Wage Agreement to cover all classes of C.N.R. Employees employed in the New Central Station and all other C.N.R. Office buildings in Montreal, excluding those referred to in item No. 1.

In June, 1944, by mutual agreement, a vote was taken under the supervision of a conciliation officer of the Department of Labour for

Canada to ascertain whether the employees affected desired to be represented by the Federation or the Brotherhood. The Federation secured a substantial majority of the votes cast and it is said that the 18 employees in question voted. On July 6, 1944, the Director of Labour Relations wrote to the Brotherhood a letter in which he states his understanding of the arrangement with the Federation is as follows:

Pursuant to the understanding reached during our recent conference, employees at the New Central Station, Montreal, in the following classifications will be covered by the working conditions and rates of pay of Wage Agreement No. 9:

Carpenters
Painters and their Helpers.
Plumbers and their Helpers
Pipefitters and their Helpers (except Leading Hand Pipefitter and one other Pipefitter qualified for work on high pressure lines.)

It is also understood that the names of employees in these classifications will be placed on the appropriate Maintenance-of-Way seniority list and accorded seniority status in the same manner as other Maintenance-of-Way employees in the same classifications in Montreal Terminals.

The names of these employees appear in the Railway's seniority list for the Bridge and Building Department dated January 1, 1945. The Brotherhood explains that the delay in the issue of the seniority list and in the payment of the Building and Bridge rates was due to the necessary negotiation with the Railway

Company's officials and their natural desire to make sure that the seniority list was exactly correct.

It is clear that if the employees in question had continued to work at the Bonaventure Station they would have come within the terms of the Wage Agreement No. 9 and within the jurisdiction of the Brotherhood. It is doubtful whether the decision of the Canadian National Railways to put all employees in Canadian National Railway buildings including the Central Station in Montreal under the Superintendent of Buildings could without the consent of the Brotherhood vary the terms of Wage Agreement No. 9 so as to take the employees in question out of the jurisdiction of the Brotherhood. In any event, it is the Board's view that the letter of the Director of Labour Relations of the Canadian National Railways dated July 6, 1944, to the Brotherhood clearly brings the employees in question within Wage Agreement No. 9 and within the jurisdiction of the Brotherhood.

The application is dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

S. N. Upton, Esq., R. W. Worraker, Esq., A. Ault, Esq., for Applicant; P. E. Ayrhart, Esq., W. E. Shepley, Esq., for Respondent; W. H. Crampton, Esq., for Intervener.

May 22, 1945.

Between: Brotherhood of Railroad Trainmen, Applicant, and New York Central Railroad Company, Canada Division (Michigan Central Railroad), Respondent, and Order of Railway Conductors, Intervener, and Brotherhood of Railroad Trainmen, Applicant, and Wabash Railroad Company, Lines East of Detroit (Buffalo Division), Respondent, and Order of Railway Conductors, Intervener, and Brotherhood of Railroad Trainmen, Applicant, and Pere Marquette Railroad Company (Canadian Division), Respondent, and Order of Railway Conductors, Intervener

The Board consisted of the Chairman and Messrs. Best, Complin, Deschamps, Harmegnies, Hills, Mosher and Taylor.

Reasons for Judgment

These are three applications by the Brotherhood of Railroad Trainmen for certification of bargaining representatives appointed by the Brotherhood for road train conductors residing in Canada of each of the Railways. The National Joint Board of Mediation (U.S.A.) in taking a vote of the road train conductors of the New York Central System, ruled that conductors resident in Canada were not entitled to vote. The same Board has

held that it has no jurisdiction to consider grievances of road train conductors resident in Canada. In the vote directed by the National Joint Board of Mediation, the Order of Railway Conductors secured a substantial majority but the applicant contends that as road train conductors resident in Canada were not permitted to vote, they are entitled to elect bargaining representatives under the Wartime Labour Relations Regulations, P.C. 1003. Counsel for the New York Central Railroad Company (Michigan Central Railway) opposes the application for certification of bargaining representatives for the road train conductors of its Railway on the ground that it now has a collective agreement with the Order of Rail-

way Conductors for all its road train conductors, including those resident in Canada, and that it would lead to confusion if this Railway by reason of the granting of certification by this Board had to negotiate a separate agreement with the Brotherhood of Railroad Trainmen for its Canada Division only. Counsel for the New York Central Railroad (Michigan Central Railway) pointed out that all the employees of the Railway resident in Canada have secured certain advantages due to their association with the majority body of employees resident in the United States and, in particular, have been brought under the United States Railroad Retirement Act, have secured the approval of the National War Labour Board (Canada) to increased wage rates, in the special circumstances that they have "for many years been governed by what might be termed system agreements without distinction as between those working on lines in the United States of America or lines in Canada", and were "to all intents and purposes . . . United States employees engaged in what is essentially a United States operation."

It is also contended that the proper bargaining unit is the road train conductors of the whole New York Central Railroad System and that, as this Board cannot certify bargaining representatives for this whole unit, it should reject the application.

Section 5 of the Regulations provides that the employees of any employer may elect bargaining representatives and that if a majority of the employees affected are members of one trade union the trade union may elect or appoint its officers or other persons as bargaining representatives.

Section 8 of the Regulations provides that where the Board is satisfied that the bargaining representatives have been duly elected or appointed it shall certify them as bargaining representatives.

The Board feels that it cannot deny the right of the road train conductors resident in Canada to certification of bargaining representatives. The Chief Executive Officer of the Board will, therefore, arrange to take a vote of the employees so as to ascertain whether a majority of the employees affected are members of the Brotherhood.

A question arises as to the form of ballot. In the Wright-Hargreaves case (D.L.S. 7-542)¹ the Board "set down shortly the procedure

which it is proposed should be followed in dealing with applications by unions subject, of course, to any necessary modifications from time to time." Item number (5) of this procedure is as follows:

(5) The Board will not include in the ballot the name of any intervening or competing union unless the Board is also *prima facie* satisfied that a majority of the employees affected are members of the competing or intervening union. This will rarely happen and it can only happen if some of the employees affected belong to or sign authorizations for more than one union so that they may be deemed to be members of two or more unions.

It appears that this part of the procedure is too rigid and should be modified in this case. Here the Order of Railway Conductors has had collective agreements with the railroad companies for many years and contends that it should not be displaced as the bargaining agency for the road train conductors resident in Canada unless they are given an opportunity to mark their ballots in favour of bargaining representatives to be appointed by the Order of Railway Conductors.

The Brotherhood of Railroad Trainmen has indicated that any form of ballot settled by the Board will be satisfactory to it. The ballot will give the road train conductors a choice between the Order of Railway Conductors and the Brotherhood of Railroad Trainmen.

(Sgd.) G. B. O'CONNOR,
Chairman;
A. R. MOSHER,
A. DESCHAMPS,
W. L. BEST,
R. HARMEGNIES.

We concur in the result:

H. TAYLOR,
E. R. COMPLIN.

I dissent from the above:

A. J. HILLS.

J. J. Hendrick, Esq., A. J. Kelly, Esq., for Applicant; Vincent Price, Esq., K.C., J. E. Schwender, Esq., W. H. Castle, Esq., for New York Central Railroad (Canada Division) Michigan Central Rly.; T. M. Corrigan, Esq., J. E. Moyer, Esq., J. L. D. Ives, Esq., M. J. Irving, Esq., J. K. Buckley, Esq., for Intervener.

¹ L.G., March, 1945, p. 290.

**Between: Building Service Employees' International Union, Local 204,
(A.F. of L.), Petitioner Respondent, and Toronto General Hospital,
Toronto, Appellant**

The Board consisted of the Chairman, Messrs. Complin, Best, Deschamps, Harnegnies, Hills and Mosher.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application by the Toronto General Hospital for leave to appeal and an appeal from the decision of the Ontario Board certifying bargaining representatives appointed or elected by the Union. The certification followed a vote directed by the Ontario Board, the result of which was as follows:

Eligible voters	570
Number of votes cast.....	348
For the Union	304
Against the Union	41
Spoiled, segregated, blank ballots....	3

The chief ground of the appeal is that there was unfair and improper electioneering. The Ontario Board's notice of election contains the following statement: "Voters are entitled to vote without interference, restraint or coercion. No electioneering will be permitted." The report of the Chief Executive Officer of the Ontario Board on the result of the election contains the following statement:

"One person namely John Barron employed as an orderly by the respondent entered the hospital on the morning of the vote and devoted the day to making the rounds of the hospital exhorting employees to vote in favour of the petitioner. The respondent by letter dated February 15, 1945, has filed with the Board an objection to this person's conduct and stated that it improperly influenced the vote. This letter is attached to my report."

There is nothing in the transcript or in the Ontario Board's file to show that the Hospital tendered any evidence or asked for a hearing at which evidence of this kind could be tendered. Apparently the view of the minority of the Ontario Board was that the Ontario Board, having received the complaint, should of its own motion have directed a further hearing. On the other hand, the majority of the Ontario Board were apparently satisfied, by an examination of records and by the vote of 304 in favour of the petitioner to 41 opposed, that the Union had acted with the authority of the majority of the employees affected, as prescribed by sub-section (2) of section 5 of the Regulations, and that a further hearing or vote would serve no useful purpose.

It was contended by counsel for the Hospital that a member who joined in the decision of the majority had approached the Hospital to obtain a collective agreement for the Union before the application for certification. As no issue of credibility arises, this Board is in as good a position as the Ontario Board was to decide whether there should have been a further hearing before certification. This Board does not find it necessary, therefore, to express an opinion as to whether the member in question should have taken part in the decision.

At least two meetings of the employees were held. The Director of Personnel of the Hospital addressed one meeting and pointed out that the employees were associated with professional people and professional workers did not find it necessary to organize unions, that it made no difference to him how the employees voted, but that they should remember they were voting for an American Union and not a Canadian organization. In *re* National Paper Goods Limited (March 13, 1945) this Board held that the Manager, in addressing the employees, was not seeking to compel them to vote against the Union.

John Barron was a member of the Union but he was not an officer or agent of the Union. His position is comparable to that of a member of a political party who is not an agent of the candidate. The Court will not set aside a controverted election unless the petitioner proves that an agent of the candidate committed a corrupt or illegal act which might have affected the result of the election. It must be shown that the alleged agent took part in the organization of the campaign for the successful candidate. In considering whether the act in question affected the result of the election, the Court has regard to the majority of votes cast for the successful candidate and if that majority is sufficient, the Court will not necessarily set aside the election even if a corrupt or illegal act of an agent of the candidate is established. If the Ontario Board had directed a hearing of the charge of unfair practices and had found that the charge was proven, it could have directed a new vote.

It is important to keep in mind the very limited purpose of the application for certification—namely to settle the question as to whether the Union is entitled to represent a majority of the employees affected in the negotiation of the collective agreement. In view of the majority obtained by the petitioner in the election, this Board is not satis-

fied that a second vote would serve any useful purpose.

The appellant will have leave to appeal but the appeal is dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman;

A. R. MOSHER,
W. L. BEST,
R. HARMEGNIES.

I concur in the result:

A. J. HILLS.

*Reasons for Judgment of
Messrs. E. R. Complin and A. Deschamps*

This is an application for leave to appeal from a decision of the Ontario Labour Relations Board dated March 6, 1945, in which the respondent union was certified.

It was convenient to hear argument concerning leave to appeal and the appeal itself at the same time.

The main grounds of appeal in this case are:

1. The counsel for the appellant contended that an unfair practice had been committed by a representative of the union during the taking of the vote in that such representative declined to carry out his regular work duties on that day and instead devoted his full time to soliciting support for the union and consequently he improperly influenced the vote.
2. During the taking of the vote a representative of the hospital communicated with the Chief Executive Officer of the Ontario Board, objecting to the conduct of the person referred to above. On the advice of the Chief Executive Officer of the Ontario Board, a formal notice of complaint was filed with the Chief Executive Officer on the day of the vote. Counsel for the appellant contends that a further opportunity should have been granted to present evidence regarding this alleged unfair practice, particularly when the members of the Ontario Board were divided regarding a further hearing, the deciding vote having been cast by a Board member who had a direct interest in this particular case.

In addition to the above, the counsel for the appellant contended that hospitals, associa-

tions and institutions not operated for gain should not be subject to the Wartime Labour Relations Regulations any more than they are subject to the Wage Control Regulations and certain other regulatory controls. Having regard to the nature and character of the part that hospitals play in the life of the community, the sources from which income is derived, and the fact that this particular hospital at least is not operated for profit, we are impressed with counsel's argument contending for similar exclusion from the Wartime Labour Relations Regulations. However, we can find no precise language in the Regulations providing for such exclusion and we are bound to hold that the hospital in question is subject to the Regulations.

Dealing next with the conduct of the representative of the union on the day of the vote, we are of the opinion that whether or not the person involved acted with specific instructions from the union, he did in fact act unwisely. The evidence presented to this Board does not support the view that had the person complained of not acted as he did, the result of the vote would have been altered except possibly in ratio.

The Regulations do not preclude a member of a board from participating in a case involving a decision in which he has an indirect or direct interest. The composition of the Labour Relations Boards is such that a great many cases must necessarily find Board members participating in decisions in which they have an indirect interest. We find no reason to object to this procedure. The situation is somewhat different, however, in a case in which a Board member has a direct interest in the decision. It is true that legally such a Board member cannot be barred from participating in such a case but, from an ethical point of view it occurs to us that such participation may be unwise in that it exposes the Board and the Board members, to criticism, whether justified or not.

In view of all the foregoing, leave to appeal is granted but the appeal is dismissed.

(Sgd.) E. R. COMPLIN,
A. DESCHAMPS.

J. S. D. Tory, Esq., K.C., A. L. Fleming, Esq., K.C., for Appellant; W. E. Smedberg, Esq., for Petitioner Respondent.

May 22, 1945.

**Between: International Association of Machinists (A.F. of L.), Appellant,
and Canadian Ingersoll-Rand Company, Limited, Sherbrooke,
Respondent**

The Board consisted of the Chairman and Messrs. Best, Complin, Deschamps, Hills and Mosher.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal from a decision of the Quebec Wartime Labour Relations Board which refused an application for certification of bargaining representatives for the employees of the Canadian Ingersoll-Rand Company, Limited, on the ground that the employees were not employed in connection with a work, undertaking, or business, within the terms of Schedule A of the Wartime Labour Relations Regulations, P.C. 1003. The Company is, and has always been, engaged in the manufacture of commercial products, namely double-acting air compressors, single-acting compressors, hoists, pumps, process equipment, rock drills and pneumatic tools. Its 1944 production was divided approximately as follows:

Special War Products: namely marine engine components, gun mountings, track shoes, oil van motors, tele-motors, time tanks, shock absorbers and locomotive crank axles.....	13.4%
Standard Lines supplied for use by the Armed Forces.....	6.0%
Standard Lines supplied to the Government of Canada to be shipped overseas for rehabilitation.....	55.6%
Standard products sold for civilian use.	25.0%

It is clear that the Company is not exclusively engaged in the production of naval, military or air stores. In the Dominion Oilcloth and Linoleum Company case (D.L.S. 7-509) the Board said (D.L.S. 7-510) that the words in Schedule A, Section 12, "engaged in the production of naval, military or air stores" were confined to works, undertakings, or businesses which exclusively produced naval, military or air stores. But in this case it is said that the Company is producing machinery or arms within Section 12 of Schedule A and track shoes for tanks within Section 3 of Schedule A. In the Dominion Oilcloth and

Linoleum Company case (*supra*) the Board said in part:

Under the War Measures Act in the emergency of war the Dominion has by the Wartime Labour Relations Regulations invaded what is normally the sphere of Provincial Legislatures.

The question here is to what extent the Dominion has encroached upon the usual Provincial field.

In the absence of clear words indicating an intention to bring in a large field of provincial industry we cannot hold that the words in question include a work, undertaking or business partly engaged in the production of anything which may become naval, military or air stores.

If "engaged in the production of naval, military or air stores" has the wider meaning then many of the Sections of Schedule A are redundant and unnecessary. Thus Section 2 includes the production of "aircraft parts"; Section 4 "automobile or truck parts"; Section 7 "synthetic rubber"; Section 8 "chemicals for war purposes", and Section 11 "ship-building accessories"—all these things may become naval, military or air stores.

Moreover subsection (4) of Section 3 of the Regulations contemplates the possibility that a provincial legislature may apply the Regulations to employees whose relations with their employers are ordinarily within the jurisdiction of a provincial legislature. If the Regulations already apply to employees in a work, undertaking or business partly engaged in producing anything which in a "total" war may be naval, military or air stores there would be few remaining employees to whom the provincial legislature could apply the Regulations.

In our view the words "engaged in the production of naval, military or air stores" are confined to works, undertakings or businesses which exclusively produce naval, military or air stores.

We therefore hold that the Board has no jurisdiction to entertain the application.

In view of the foregoing, the appeal is dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

A. G. Smith, Esq., for Appellant; H. G. Lafleur, Esq., G. M. Young, Esq., for Respondent.

May 22, 1945.

**Between: United Steelworkers of America, Local 3493, Appellant, and
John East Iron Works Limited, Saskatoon, Respondent**

The Board consisted of the Chairman, Messrs. Best, Complin, Deschamps, Harnegnies, Hills, Mosher and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal from a decision of the Saskatchewan Labour Relations Board refusing to reconsider its certification of bargaining representatives for the employees of John East Iron Works Limited of Saskatoon. The appeal is unusual because it is in effect an appeal by the Union from a certificate granted by the

Saskatchewan Board on the application of the Union. The certificate is dated February 7, 1945, and there was no application for leave to appeal within sixty days thereafter as required by National Board Regulation number 7. In fact, on April 26, 1945, the Saskatchewan Board referred the matter to the Minister of Labour for Canada so that he might instruct a conciliation officer pursuant to section 12 of the Wartime Labour Relations Regulations, P.C. 1003. In the meantime, on April 16, 1945, the Union applied to the Saskatchewan Board to reconsider the application for certification and to set aside the certificate. On April 18, 1945, the Saskatchewan Board refused the application and on April 26 the Saskatchewan Board granted leave to appeal to the National Board from the decision of the Saskatchewan Board on April 18, 1945, dismissing the application to set aside the certificate.

The appointment of a conciliation officer has been deferred pending the appeal.

This Board has invariably refused applications to reconsider its previous decisions and is of the opinion that such an application should only be granted under very special circumstances. There are no such circumstances in this case. It would appear that if the time for appealing from a certification can be extended by applying for reconsideration and then appealing from the refusal to reconsider, then there is no time limit for appeals and no end of proceedings. In view of these considerations, the Board declines to entertain the appeal and it is dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman.

Mr. Cleve Kidd for Appellant.
May 23, 1945.

**Between: National Paper Employees' Association, Petitioner Appellant,
and National Paper Goods Limited, Respondent, and International
Printing Pressmen and Assistants' Union, Local 176; International
Typographical Union, Local 129 and International Brotherhood of
Bookbinders, Local 114, Interveners Respondents**

The Board consisted of the Chairman, Mr. Justice G. B. O'Connor, and members, Messrs. Best, Deschamps, Hills, Mosher and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal from a decision of the Ontario Labour Relations Board directing a further vote of the employees of the respondent company. The result of the vote ordered by the Board and held on the 15th day of August, 1944, was as follows:

National Paper Employees' Association—54
Interveners—43.

As 101 employees were eligible to vote, the National Paper Employees' Association secured a majority of the employees affected and, in the ordinary course, would be entitled to certification of bargaining representatives.

The Unions opposed certification on two grounds, viz:

(1) The Unions contended that Mr. Turnbull, Manager of the National Paper Goods Limited, participated in the formation or administration of the Association but failed to establish this charge.

(2) The Unions contended that an address made by Mr. Turnbull was an attempt to compel the employees to abstain from voting for the Unions.

The Unions distributed among the employees a number of circulars emphasizing chiefly

the rate of wages paid by the respondent company as contrasted with the wages paid by other employers to members of the union.

Mr. Turnbull addressed a meeting pursuant to a written request signed by 54 employees to give him an opportunity to answer the charges made against the management of the respondent company. The relevant portions of Mr. Turnbull's speech are as follows:

The next five years are most unpredictable. I believe there will be many ups and downs in them, both good times and bad times but certainly tough times, from the management end of this business. Post-war planning might be possible if we knew what political party will be at Ottawa and at Toronto, and what their trade policy will be. Such policies can make all the difference in the world to us.

Now, if and when we need orders and you need work, you are not going to look to Mr. King at Ottawa, or Queen's Park, Toronto, nor to Mr. Greene of the A.F. of L., nor to Mr. Hampson at the Times Job Print whose union's head offices are in Tennessee, nor to Mr. Histed at the Spectator or his superiors in Indianapolis, nor to Mr. Brillinger at Davis Lisson nor his superiors in Washington, D.C., nor to any other union or employees association officers. You know they can't make work for you. You are going to look to Glenn Turnbull and his assistants or their successors, and expect them to provide it *somehow*.

... I have not changed my first ideas on collective bargaining, but I do feel that those who are to be associated with us should be responsible parties, interested not only in their own position with the company but in the general interest of all employees and successful operation of the company itself.

. . . It boils down to whether you wish to handle your own affairs without outside interference, or whether you wish to be represented by international unions. It will be settled Tuesday morning August 15 by a vote of all employees. It is essential that you vote one way or the other. If you prefer to have an international union to represent you whose agents are outsiders and are responsible to their leaders in distant places you should vote accordingly. If on the other hand you are opposed to this type of representation and prefer your own elected fellow employees to represent you, you should vote for the National Paper Employees' Association. One or other will be granted certification as your bargaining representatives as the result of this vote and those who do not vote are not fulfilling their obligations to themselves or to their fellow employees.

I hope to complete my allotted span as manager of this Company as in the past and in the same atmosphere that has always existed here, namely in friendliness, sincerity, good fellowship, a co-operative spirit of give and take, and with confidence in your and my integrity. Nothing I have said should be taken by any of you as meaning that your vote, whichever way you cast it, will affect the attitude of management towards you. You are all free Canadian citizens and entitled to exercise freely the rights given to you by P.C. 1003. All you have to do is decide for yourself and then vote in accordance with your own decision. It is entirely in your hands and having been given these rights you should not fail to exercise them.

There seems to be little more that I can say. There are other things I might have mentioned, but you read the papers and listen to the radio the same as I do. You are intelligent and sometimes it is possible to read between the lines. I might also have made you some wild promises, but there is too much of that already, and any promises made by me or anyone assisting me, must be ones that can be fulfilled. I will only make you one promise, that is, to do the best I can under the circumstances and conditions that face us from time to time. I can keep that promise. . .

Good luck to you. I leave it in your hands. Thank you.

The material words of section 19 (2) of the Wartime Labour Relations Regulations are:—

- "19. (2) No employer . . . shall
(c) seek by intimidation, by dismissal or threat of dismissal, by any other kind of threat, by the imposition of a pecuniary or other penalty, or by any other means whatsoever, to compel an employee to abstain from becoming or continuing to be a member or officer or representative of a trade union or an employees' organization, or from exercising his lawful rights;"

It would be fair to say that Mr. Turnbull was seeking to persuade the employees to vote against the respondent unions. The sole question at issue is whether he was seeking to compel the employees to vote against the respondent unions. The issue is not free from doubt. Three members of the Ontario Board found

that while Mr. Turnbull's "speech was indiscreet and unwise . . . we cannot, however, agree that it was objectionable to the extent that it would prevent any employee from voting the way he wished on a secret ballot." On the other hand, four members of the Board directed a new vote on the ground that Mr. Turnbull's address "contained a veiled threat that the employees might incur his displeasure with consequences which it was not necessary to point out to intelligent people, a hint which might well move the average employee, as the history of labour relations has frequently shown."

The majority of the members of the Ontario Board did not find Mr. Turnbull's address was a violation of section 19 (2) (c) of the Regulations, but they thought it created "in the mind of a responsible employee the impression that the employer is bringing pressure to bear upon him to cause him to abstain from exercising his lawful rights."

This Board has come to the conclusion that Mr. Turnbull's words, taken as a whole, cannot be interpreted in this way and that he was not seeking to compel the employees to vote against the unions.

No evidence was presented to the Ontario Board to establish that the bargaining representatives were elected by a majority vote of the employees affected in conformity with section 5 (1) of the regulations. On March 25, 1944, prior to the application for certification, a vote was taken in the plant, conducted by the association, for the election of bargaining representatives. The question asked at that vote was "Are you in favour of the National Paper Employees' Association and its executive committee as your bargaining representatives?" There were 56 employees who voted; 37 of them voted in favour of the Association and 19 voted against the Association. This cannot be accepted as a compliance with section 5 (1).

Leave to appeal is granted but, as the bargaining representatives were not elected by a majority vote of the employees affected, some 101 in number, the petition for certification will be dismissed.

(Sgd.) G. B. O'CONNOR,
Chairman
A. DESCHAMPS,
H. TAYLOR.

While concurring in the result I wish to be recorded as dissenting from the statement that the issue as to whether Mr. Turnbull was seeking to *compel* the employees to vote against the respondent unions "is not free from doubt."

Mr. Turnbull or other officer may express a preference for or against a union or unions

without violation of the Regulations and while some conclude that Mr. Turnbull was seeking to persuade the employees to vote against the respondent unions such conclusion is at variance with Mr. Turnbull's statement with reference to the rights given to employees by P.C. 1003 when he states "you are entitled to exercise them freely and without restraint."

Mr. Turnbull made it "abundantly clear" that employees were entitled to vote strictly in accordance with their own wishes and desires and that the position with the Company and the management would "remain exactly the same and unchanged" whichever way the employees should vote.

The quotations and references to Mr. Turnbull's address to the employees are I consider relevant to the point at issue and I take this means of placing them on record.

(sgd.) A. J. HILLS.

We dissent from the above judgment in so far as it holds that Mr. Turnbull was not seeking to compel the employees to vote against the Unions. We agree with the ground taken by the majority of the Ontario Board, namely that Mr. Turnbull's speech contained a veiled threat that the employees might incur his displeasure with consequences, which it was not necessary to point out to intelligent people, a hint which might well move the average employee as the history of labour relations has frequently shown.

(sgd.) WM. L. BEST

A. R. MOSHER

R. R. Evans, Esq., K.C., for Petitioner Appellant; H. A. F. Boyle, Esq., for Respondent; F. J. Barrett, Esq., R. H. Brown, Esq., for Interveners Respondents.

March 13, 1945.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Board Reports Received

During May reports were received from six Boards of Conciliation:—

Concerning Keystone Shingles and Lumber Company Limited, New Westminster, B.C., and International Woodworkers of America, Local 1-357.

Concerning William Russell and Sons, Windsor, Ontario, and Brotherhood of Painters,

Decorators and Paperhangers of America, Local 1494.

Concerning De Havilland Aircraft Company of Canada Limited, Toronto, Ontario, and United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 112.

Concerning Canadian Westinghouse Company Limited, Hamilton, Ontario, and United Electrical Radio and Machine Workers of America, Local 504.

Concerning Thompson Bros. Machinery Company Limited, Liverpool, N.S. and Federated Council of Thompson Bros. Machinery Company, Limited.

Concerning Fraser Valley Fibre Flax Co-operative Association, White Rock, B.C. and Fibre Flax Workers Union, Local No. 1.

Concerning Dominion Bridge Company, Limited, Burnaby, B.C., and Boilermakers and Iron Shipbuilders' Union of Canada, Local No. 1.

Concerning Eight Glass Companies, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America.

Boards Fully Constituted

During May six Boards of Conciliation were fully constituted.

R.C.A. Victor Company Limited, Montreal, Quebec.—The Board of Conciliation established to deal with a dispute between R.C.A. Victor Company Limited, Montreal, Quebec,

and International Brotherhood of Electrical Workers, Local 1028, was fully constituted on May 2, with the appointment of Mr. Justice A. Savard, Montreal, Que., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. D. A. Paterson, Montreal, and Mr. Robert Haddow, Montreal, were appointed on the nomination of the employer and employees respectively.

Dominion Tar and Chemical Company Limited, Montreal, Que.—The Board of Conciliation established to deal with a dispute between Dominion Tar and Chemical Company Limited, Montreal, Que., and Dominion Tar and Chemical Company Limited, Employees Federal Union, Local 173 (T. and L.C. of Canada) was fully constituted on May 15, with the appointment of Mr. Justice A. Savard, Quebec, P.Q. as chairman of the Board on the joint recommendation of the other two members of the Board. Mr. D. A. Paterson, Montreal, P.Q. and Mr. Louis-Rene Beaudoin, Montreal, P.Q. were appointed on the nomination of the employer and employees respectively.

Champion Spark Plug Company of Canada Limited, Windsor, Ont.—The Board of Conciliation established to deal with a dispute between Champion Spark Plug Company of Canada Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 195, was fully constituted on May 10, with the appointment of Mr. Justice W. D. Roach, Toronto, Ont. as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. Gordon L. Fraser, K.C., Windsor, Ont., and Mr. Bora Laskin, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

Canadian Liquid Air Company Limited, Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between Canadian Liquid Air Company Limited, Vancouver, B.C., and Boilermakers and Iron Shipbuilders of Canada, Local No. 1, was fully constituted on May 16, with the appointment of Mr. J. E. Eades, Vancouver, B.C., as Chairman of the Board on the joint recommendation of the other two members of the Board. Mr. R. L. Norman, Vancouver and Laurene Anderson, Vancouver, were appointed on the nomination of the employer and employees respectively.

Aluminum Company of Canada Limited, Arvida, P.Q.—The Board of Conciliation estab-

lished to deal with a dispute between Aluminum Company of Canada Limited, Arvida, P.Q. and Syndicat National des Employés d'Aluminium, was fully constituted on May 30, with the appointment of Honourable Mr. Justice C. G. MacKinnon, Montreal, Que. as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. Walter A. Merrill, Montreal, and Mr. Theodore Lesperance, Montreal, were appointed on the nomination of the employer and employees respectively.

Dominion Engineering Works Limited, Longueuil, P.Q.—The Board of Conciliation established to deal with a dispute between Dominion Engineering Works Limited, Longueuil, P.Q. and Local 1596, International Association of Machinists, was fully constituted on May 22, with the appointment of Mr. Justice Alfred Savard, Montreal, Que., as Chairman of the Board, who was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. G. C. Heward, Montreal and Mr. A. Gauld, Montreal, were appointed on the nomination of the employer and employees respectively.

Boards Established

During May nine Boards of Conciliation were established but not fully constituted.

Concerning Chrysler Corporation of Canada Limited, Chatham, Ont., and Local 127, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO).

Concerning Canadian Rogers Sheet Metal and Roofing Limited, Winnipeg, Man., and Local 3238, United Steelworkers of America.

Concerning Canadian Automotive Trim, Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO), Local 195.

Concerning Gotfredson Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO).

Concerning Bendix-Eclipse of Canada Limited and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning Cockshutt Plow Company Limited, Brantford, Ont., and Local 458, United Automobile, Aircraft and Agricultural Implement Workers of America.

Concerning Belleville-Sargeant and Company, Belleville, Ont., and Local 426, International Union, United Automobile, Aircraft

and Agricultural Implement Workers of America, (UAW-CIO).

Concerning Guelph Stove Company, Guelph, Ont., and Local 3305, United Steelworkers of America.

Concerning Aluminum Company of Canada, Limited, Shawinigan Falls, Quebec, and Syndicat National des Employés de l'Aluminium, Inc.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the successful conclusion of negotiations and the signing of an agreement:

Concerning Windsor Bedding Company Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.—J. P. Nicol, Conciliation Officer.

Concerning International Nickel Company of Canada Limited, Sudbury and Port Colborne and Locals 598 and 637 International Union of Mine, Mill and Smelter Workers.—F. J. Ainsborough, Conciliation Officer.

Concerning Chromium Mining and Smelting Corporation Limited and Local 2451, United Steelworkers of America.—H. Perkins, Conciliation Officer.

Assignment of Conciliation Officers

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

Concerning Truscon Steel Corporation of Canada Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 195.—J. P. Nicol, Conciliation Officer.

Concerning Canada Foils Limited, Toronto, Ontario, and Metal Foil Workers' Union No. 23624 and Paper Box and Specialty Workers Union No. 466.—F. J. Ainsborough, Conciliation Officer.

Concerning Century Coal Company, Midland, Ont., and National Union of Coal Dock Workers Local No. 1.—F. J. Ainsborough, Conciliation Officer.

Concerning Powell-Rouyn Gold Mines Limited, Rouyn, Que. and Rouyn Mine, Mill and Smelter Workers Union, Local 688.—R. Trepazier, Conciliation Officer.

Concerning Medcalf Shoe Company, St. Thomas, Ont. and Boot and Shoe Workers

Union, Local 531—Wm. Dunn, Conciliation Officer.

Concerning A. R. Kaufman, Kitchener, Ont., and United Rubber Workers of America—Wm. Dunn, Conciliation Officer.

Concerning Libby McNeill and Libby, Chatham, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America—Wm. Dunn, Conciliation Officer.

Concerning Marshall Wells Company Limited, Winnipeg, Man., and Wholesale Warehouse Employees Union, Local No. 4, C.C.L.—Thomas William, Conciliation Officer.

Concerning Holeproof Hosiery Company of Canada Limited, London, Ont., and United Textile Workers of Canada, Local 22—Wm. Dunn, Conciliation Officer.

Concerning Prince Rupert Dry Dock and Shipyards, Prince Rupert, B.C., and Boilermakers and Iron Shipbuilders Union of Canada, Local No. 4 and National Union of Machinists, Fitters, Blacksmiths, Moulders and Helpers, Local No. 1—G. R. Currie, Conciliation Officer.

Concerning Windsor Tool and Die Limited, Windsor, Ont., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 195—J. P. Nicol, Conciliation Officer.

Concerning Port Arthur Shipbuilding Company, Port Arthur, Ont., and Industrial Union of Marine and Shipbuilding Workers, Local 11—H. S. Johnstone, Conciliation Officer.

Concerning John Inglis Company Limited (Ordnance Division) Toronto, Ont., and Local 2900 United Steelworkers of America—F. J. Ainsborough, Conciliation Officer.

Concerning Hoyt Transport Limited, Truro, N.S. and Canadian Brotherhood of Railway Employees and Other Transport Workers, Local 195—H. R. Pettigrove, Conciliation Officer.

Concerning Frost and Wood Company Limited, Plant No 1, Smiths Falls, Ont., and United Steelworkers of America, Local 3140—F. J. Ainsborough, Conciliation Officer.

Concerning Canadian Car and Foundry Company Limited, (Aircraft Division) Fort William, Ontario, and International Association of Machinists, Aircraft Lodge 719—H. S. Johnstone, Conciliation Officer.

Concerning Canadian Industrial Minerals Limited, Walton, N.S. and General Workers Union of Walton—H. R. Pettigrove, Conciliation Officer.

Report of Board in Dispute between Keystone Shingles and Lumber Co., Limited, New Westminster, B.C., and International Woodworkers of America, Local 1-357

On May 18 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between Keystone Shingle and Lumber Co., Limited, New Westminster, B.C., and International Woodworkers of America, Local 1-357.

The personnel of the Board was as follows: Mr. Henry L. Edmonds, K.C., Chairman, appointed on the joint recommendation of the other two members; Messrs. G. H. Dorrell and Hugh Clark, appointed on the nomination of the employer and employees respectively.

The Board's report was signed by the Chairman and Mr. Clark and was approved by telegram by Col. Dorrell.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and in the matter of a dispute between Keystone Shingles and Lumber Ltd., New Westminster, B.C. (employer), and certain of its employees in the company's plant at Duncan street, represented by the International Woodworkers of America, Local 1-357, New Westminster, B.C. (employees).

The Board had their first meeting on April 16, when all members were present, as was also Mr. N. DeW Lyons, Registrar, from the Department of Labour, Victoria. The Board was organized, and decided to meet again at the Court House in the City of New Westminster, on April 23, at 1.30 o'clock in the afternoon. Following the said meeting, the Chairman notified Keystone Shingles and Lumber Ltd., by prepaid registered letter with return receipt, and also Mr. Percy Smith of the International Woodworkers of America, Local No. 1-357 of the time and place arranged for the public meeting.

The Chairman wired Ottawa for an extension of two weeks from the 24th of April, and also for authority to engage the services of a stenographer, both of which requests were granted.

At the meeting on April 23, all members of the Board were present, as were also Mr. N. DeW Lyons, Registrar, Mr. Percy Smith, representing the employees, but Mr. G. W. Beach, Manager of the Keystone Shingles and Lumber Ltd. did not appear, and it was reported to the Chairman that he was confined to his home through illness. However, his son, Mr. Russell Beach, appeared, but stated that he was there only to listen and

that he was not empowered to take any part in the proceedings. There was a long discussion to and fro, but no headway was made at that particular meeting, and it was finally adjourned to April 25 in order, if possible, for Mr. G. W. Beach to appear.

On April 25, all members of the Board were present, also Mr. Lyons and Mr. Smith, and Mr. R. R. Maitland, representing Stuart Research Service Ltd., who stated he was holding a listening brief only. There was no appearance on behalf of the Keystone Shingles and Lumber Ltd., but the Chairman produced and filed a letter he had received from the Keystone Shingles and Lumber Ltd., signed by Russell Beach, stating that Mr. G. W. Beach was still definitely confined to his bed, and unable to attend. After discussion the hearing was further adjourned to May 2.

On May 2 there were present, H. L. Edmonds, K.C., Chairman, Hugh Clark, Member of the Board, Mr. Lyons, Registrar, and Mr. G. W. Beach attended personally. The third member of the Board, Col. G. H. Dorrell, was not present, and the Chairman informed the meeting that Col. Dorrell had met with an accident, having fractured his hip, and was confined to hospital. This situation was explained to the meeting, and particularly to Mr. Beach, who was given the option of adjourning in the absence of Col. Dorrell, or proceeding, and he consented to proceed. There was a very long discussion over the matter, and a form of agreement was presented and submitted to Mr. Beach. At the suggestion of the Chairman, Mr. Beach took a copy of the agreement and went through it. The meeting was adjourned for a period to give Mr. Beach ample time to consider it. On the resumption of the hearing, Mr. Beach again gave his views in the matter, and agreed to certain paragraphs, as follows: (These appear in the enclosed proposed Agreement as the preamble, Articles 1 and 3, Sections 4 and 5 of Article 7, and all of Articles 11, 12 and 13.) Further discussion took place and it was finally agreed between Mr. Beach and Mr. Smith, at the suggestion of the Chairman, to meet and again endeavour to come to an agreement. They agreed to meet on Friday, May 4, and the Board then adjourned the hearing until the afternoon of May 7. However, before adjourning, both parties to the matter agreed to a further continuance of two weeks from May 8.

A further meeting was held on the afternoon of May 7, when the Chairman and Mr.

Clark attended, but Col. Dorrell was of course unable to come. Mr. Lyons and Mr. Smith were also present. There was no appearance on behalf of the Keystone Shingles and Lumber Ltd. However, before the meeting, the Chairman received two letters from the Keystone Shingles and Lumber Ltd., dated May 4 and May 5 respectively, which he filed with the Registrar as Exhibits 11 and 12. These letters indicated that it was impossible for the parties to get together. Mr. Smith then reported on his meeting with Mr. Beach on Friday, May 4, and made the definite statement that no mutual agreement could possibly be arrived at. The matter was further discussed, and the two members of the Board agreed to meet at a further date in order to prepare their report in the matter.

The Chairman and Mr. Clark met again to-day and have agreed to recommend the enclosed agreement identified with the initials of the Chairman and Mr. Clark, as being just, fair and proper. This enclosed agreement is to all intents and purposes identical with the draft agreement submitted to the Board and submitted to Mr. Beach, except for the elimination of Article 9, which appeared in the draft agreement but does not appear in the enclosed agreement. Therefore the numbering of the Articles from 9 on is not the same as in the draft agreement hereinbefore mentioned. This Article 9 consisting of five sections deals with hours of work, etc., and is all covered by Acts of the British Columbia Legislature and regulations thereunder. It did not in any way conflict with such statutes and regulations. However, inasmuch as Mr. Beach strenuously objected to it, we have decided to eliminate it.

It is our understanding as to Article III Section (a) that the Supplement No. 1 is

only approved and attached at the time the Agreement is entered into.

As to the various hearings, the services of Mr. Vincent D. Webb, Official Stenographer for the Courts here, reported the proceedings on April 23, May 2 and May 7, but as Mr. Webb was not available for the hearing on April 25, Mrs. Doris Winton, Police Court Reporter in this City acted as stenographer, and also typed the first draft of this report.

We are enclosing herewith the following:—

- (a) Stenographer's transcripts of the various meetings including the organization meeting held on April 16.
- (b) Exhibits 2 to 12, both inclusive. (We are not returning Exhibit 1 which is the appointment of the Conciliation Board dated the 10th day of April, 1945 and signed by the Honourable the Minister of Labour.)
- (c) Any forms sent to the Chairman and not required.

The Oaths of Office of each of the three members of the Board are not enclosed, but you will see from the minutes of the organization meeting held on the 16th of April that the oaths were subscribed and sworn before Mr. Lyons, who is a Notary Public for the Province of British Columbia.

Dated at the City of New Westminster, B.C., this 10th day of May, A.D. 1945.

(Sgd.) HENRY L. EDMONDS,
Chairman.

(Sgd.) HUGH CLARK,
Member.

Attached to the report was a copy of the draft agreement recommended by the Board.

Report of Board in Dispute between William Russell and Sons, Windsor, Ont., and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America

On May 21 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between William Russell & Sons, Windsor, Ont., and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America.

The personnel of the Board was as follows: Mr. McGill Allen, Chairman, appointed on the joint recommendation of the other two members; Messrs. William Murray and John T. Breeze, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:

Report of Board

Re: *Wartime Labour Relations Regulations P.C. 1003* and re *William Russell & Sons, Windsor, Ontario, and Local 1494, Brotherhood of Painters, Decorators and Paperhangers of America.*

The Board of Conciliation appointed to deal with the differences which had arisen between the above parties held a meeting this evening in a room at the headquarters of the Windsor Trades and Labour Council.

We had been given the names and addresses of the Russell employees, eleven in all and

subpoenas were mailed by Registered Post on Monday morning the 7th of May. However the holiday occurring on the 8th when there was no mail delivery prevented all the men receiving their notices in time to be present.

Six employees appeared and were questioned individually. Only two admitted being still members of the union. The other four had paid one month's dues and dropped out. On further questioning, it was brought out that the actions of the shop steward and remarks he had made to some of the men were the source of the men dropping out of the union. The shop steward who was accused of being the source of all the trouble has left the firm and the new shop steward, Arch McDermid, stated that he was satisfied that all the men would now return to the union and this seemed to be concurred in by the four men present who had dropped out.

An explanation by Mr. Fred Molineux, General Organizer of the Brotherhood of Painters and Decorators Union, who was present gave an explanation of the closed shop order which had not been thoroughly under-

stood by Mr. Russell and when this explanation was later made to Mr. Russell by the Chairman (as he was not present) he seemed satisfied that everything was going to work out satisfactorily.

Therefore your Conciliation Board are of the opinion that the differences between the employees and the union have been settled satisfactorily and therefore the differences between Local 1494, Brotherhood of Painters and Decorators and Wm. Russell and Sons has also been settled and we see no reason why any change should be made in the certification of Local 1494 as the bargaining agency for the employees of Wm. Russell and Sons.

Dated at Windsor, Ontario, this ninth day of May, 1945.

(Sgd.) J. T. BREEZE,
Member of Conciliation Board,
(Sgd.) WM. MURRAY,
Member of Conciliation Board,
(Sgd.) L. MCGILL ALLAN,
Chairman.

Report of Board in Dispute between the De Havilland Aircraft of Canada, Limited, Toronto and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO) Local 112

On May 16 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the De Havilland Aircraft of Canada, Limited, Toronto, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), Local 112.

The personnel of the Board was as follows: Mr. Leonard W. Brockington, K.C., Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. Norman L. Mathews and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the matter of a dispute between De Havilland Aircraft of Canada, Limited (Employer) and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO), Local 112, (Employees)

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The undersigned, being the members of the Board of Conciliation established on the 26th day of January, 1945, have the honour to report as follows:—

It is our desire to express our sincere appreciation of the assistance we have received from the spokesmen for both sides who gave their evidence with complete frankness and advanced their arguments with a fairness that has, we believe, characterized the relations between the Company and the Union, and their attitude toward each other, during their association in the enterprise under examination.

The first Agreement between the Employer and the Employees was signed on June 7, 1943, and expired on June 7, 1944. Since that time, the parties have met in an endeavour to negotiate a new Agreement. That endeavour has failed and the parties have carried on without a formal contract. The provisions of P.C. 1003 of the Wartime Labour Relations Regulations and the services of the Board have been invoked in an effort to remedy the situation.

The Board has not thought it necessary to deal with all the clauses of the old contract as many of them do not appear to have been the subject of disagreement. The discussions

which we have held with the parties have resolved themselves into four headings:

1. The establishment of a Union Shop;
2. Check off;
3. Canteen Privileges;
4. Seniority Clause.

On these four questions, the findings of the Board, which are hereby respectfully submitted, are unanimous.

1. UNION SHOP

The term "Union Shop" was and is intended to mean that any non-Union employee may accept employment with the Employer, but within one month from the date of such acceptance, he must become a member of the Union, provided that he belongs to an occupational group named by the contract.

The evidence concerning the number of employees who are at present in good standing as members of the Union is not as clear as we should have wished. It is, however, admitted that the majority is not very substantial. The Union representatives strongly urged that the membership in the Union would have been higher if the Union had not adopted placatory methods at critical times. This the Company denied. On the main point, the Company's delegates contended that no matter how large a percentage of the Company's employees were members of the Union, a Union shop was neither justified, nor desirable. The Union argued that no matter how restricted was the Union membership amongst the Company's employees, the principle of a Union Shop should now be established.

The Board has not agreed with either contention but is unanimously of the opinion that the application for a Union Shop is at least premature and should not in this case be granted. The Chairman, and the nominee of Labour on the Board, however, agree that after further contractual experience and if and when a very substantial majority of the Company's employees become members of the Union in good standing, the application of the principle of the Union Shop to the De Havilland plant deserves and should receive further consideration.

2. CHECK OFF

It is fair to record that the Company has not opposed some form of voluntary and revocable check off. The Board believes, however, that the Company's proposals were not adequate to meet the circumstances of this case. We are of the opinion that the Company should facilitate in every reasonable way, the Union's dealings with its members, realizing,

as the Company must also do, that its own relationship with the Union is likely to be continuous. We are, therefore, of the opinion that a check off should be allowed in the following terms and so recommend. We make this condition; that the terms of the following recommendations, if they are made effective, be clearly communicated to Union members and by implication or otherwise accepted by them in accordance with the usual Union practice.

A. Any member of the Union who wishes the Company to deduct his Union dues from his wages and pay them to the Union on his behalf, may on any week day from Monday to Friday, inclusive, during regular office hours, authorize the Paymaster of the Company, in writing, on forms to be supplied by the Paymaster, or Department Foreman, or his appointee, to make such deductions.

B. This authorization shall be expressed to continue in force until termination of any contract, but not longer than twelve months; provided that the said authorization shall be expressed to expire:

- (i) Upon termination of employment, or
- (ii) Upon promotion or transfer into an occupational group not covered by the terms of any existing agreement, or

(iii) In the event of resignation or expulsion from the Union, upon the approval in writing of the Union.

Otherwise, such authorization shall be irrevocable.

C. Such authorization or direction shall be executed by the Union member in triplicate, one copy of which shall be forwarded to the Union.

D. On the first pay day of each month the Paymaster shall make deductions from the wages of Union members in accordance with the authorization then in his hands and shall forward such deductions to the Union within one week thereafter with a list of the Union members from whose wages Union dues have been deducted on the said first pay day of each month. Such monthly statement of deductions shall be accompanied by a list of all Union members whose authorization to deduct Union dues from their wages is no longer effective because:

- (i) They have left the employ of the company;
- (ii) They have been promoted or transferred to an occupational group not covered by the terms of this Agreement;
- (iii) They are entitled to no wages on the first pay day of the month, or
- (iv) Having ceased to be members of the Union, by way of resignation or expulsion, they have withdrawn their authorization with the written consent of the Union.

3. CANTEEN PRIVILEGES

The Board recommends that the practice with reference to canteens and canteen privileges remain as it is at present.

4. SENIORITY

On the question of seniority, the Board is concerned only with a dispute revolving around Clause 27 of the existing agreement, reading as follows:

Promotions or transfers to higher-paid jobs or to better jobs with equal pay, and to supervisory positions and/or demotions to lower-paid jobs or to lesser jobs with equal pay, shall be based primarily on skill, ability, experience and aptitude, and such factors being equal, they shall be based on group seniority.

The principal points of dispute in this respect relate to the inclusion of the words "and to supervisory positions" and to the inclusion of "seniority" as an equal factor with skill, ability, experience, and aptitude in the determination of promotions or transfers, and demotions. The Company urged that the words "and to supervisory positions" be deleted and that the existing Clause 27 otherwise remain unchanged. The Union contended that the words "and to supervisory positions" be re-

tained and that "seniority" should be listed along with skill, ability, experience and aptitude as factors of equal weight in the determination of promotions or transfers, and of demotions.

The Board is unanimously of the opinion that Clause 27 aforesaid be amended to read as follows:

Promotions or transfers to higher-paid jobs or to better jobs with equal pay, other than to supervisory positions not covered by this agreement, and/or demotions to lower-paid jobs or to lesser jobs with equal pay, shall be based on skill, ability, experience, aptitude, and seniority.

The Company shall, whenever possible, notify the Union of all intended promotions or demotions.

Respectfully submitted,

(Sgd.) NORMAN L. MATHEWS,
(Sgd.) BORA LASKIN,
(Sgd.) L. W. BROCKINGTON.

May 7, 1945.

Report of Board in Dispute between the Canadian Westinghouse Co., Ltd., Hamilton, Ont., and Local 504, United Electrical, Radio and Machine Workers of America

On May 15 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Canadian Westinghouse Co., Limited, Hamilton, Ont., and Local 504, United Electrical, Radio and Machine Workers of America.

The personnel of the Board was as follows: Dr. Cecil A. Wright, Chairman, appointed on the joint recommendation of the other two members; Messrs. John J. Robinette and Bora Laskin, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:

Report of Board

Re: Wartime Labour Relations, P.C. 1003, and Canadian Westinghouse Company, Limited, Hamilton, Ontario, and Local 504, United Electrical, Radio and Machine Workers of America.

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

SIR:—

The Board of Conciliation appointed by you pursuant to the provisions of P.C. 1003 begs to report as follows:

The first meeting of the Board with the parties was held at the Court House in Hamilton on March 24th. At this and subsequent meetings the Company was represented by

B. B. Hodge, personnel manager, C. H. Mitchell, vice-president and manager, and R. R. Evans, K.C., as counsel. The Union was represented by C. S. Jackson, president of Canadian District, Harry Hunter, Hamilton representative, Charles Smyth, Hamilton representative and organizer and Miss Letty Pierce, representative of Local 504.

By order of the Ontario Labour Court of June 16, 1944, United Electrical, Radio and Machine Workers of America was certified as the collective bargaining agency in the two main Hamilton plants of the Company. Negotiations have been proceeding since August between the parties and at various stages of the proceedings before this Board six draft agreements were referred to and some five of them were filed with the Board as exhibits. At one time, the Union has purported to accept provisions which the Company had submitted in a draft through its personnel manager, but on the Union's purported acceptance being referred to management and the legal department of the Company negotiations broke down and some 13 or 14 points of difference were placed before the Board. The extent of the disagreement between the parties can be seen from the fact that no agreement could be reached as to who should be parties to the agreement, and differences ranged from the opening clause to the final clause of termination. After a full day's hearing on March 24 and after a dis-

cussion of many of the points in issue, the Board recommended that the parties resume negotiations and report to the Board at the end of two weeks the results of such negotiations. Negotiations were resumed between the parties and some points were successfully negotiated between them. On being notified by the parties of their inability to conclude an agreement a further meeting was held in Hamilton on April 21 when attempts were again made to iron out points of difference and to reach some agreement after consideration of the various drafts put before the Board. At this meeting both parties were requested to consider and report on certain suggestions made by the Board. The Board received these suggestions and considered them at several meetings held in the City of Toronto. It seemed apparent to the members of the Board that the simplest procedure to adopt would be to recommend a complete form of agreement which the parties might sign rather than to discuss the various points at issue which had been fully gone into at the public hearings. Accordingly, after numerous meetings in Toronto the Board was unanimous in deciding to recommend the execution of the agreement which is attached hereto and which is made part of this report.

While the clauses themselves and the form of the agreement should indicate sufficiently to the parties the proposed solutions of their difficulties, a word or two may help to explain some of the changes which the Board is recommending.

The parties were unable to agree whether the International Union should be made a party to the agreement, as the Company contended, or whether the Local should be the party bargaining with the Company as the Union contended. This difference of opinion rose from the fact that by Order of the Ontario Labour Court the International Union had been certified and certain bargaining representatives, who were officers of the Local, had been named in that order. On this basis the Company insisted that the International was the only party that could legally enter into an agreement with the Company.

At the hearings before this Board, discussions were had as to the effect of P.C. 2301 in translating the order of the Ontario Labour Court into effective operation under P.C. 1003. As a result of these discussions the Board is unanimously of opinion that the officers of the International of whom one, namely Mr. Jackson, appeared before the Board, could effectively make the agreement through the Local of the International if they chose. The Board therefore recommends that the present agree-

ment be made with the International acting through its Local and suggests that the agreement can be executed on behalf of the International by Mr. Jackson and that the executive of Local 504 can be nominated by the officers of the International to sign on the behalf of the Local. This would seem to accord with the practical necessity of the case and would not offend, as we understand them, the provisions of P.C. 1003.

The only other matter to which express reference need be made is the clause regarding wages, hours of work, etc. As these are matters which are not within the jurisdiction of a Conciliation Board we recommend that the present agreement be signed leaving particular clauses regarding these subject matters to be included after the lapse of a three-week period in which the Union may take what steps it sees fit for revision or alteration of different items by an appropriate War Labour Board. The clause in the agreement (together with the note attached to such clause) is, we believe, self explanatory.

With regard to grievance procedure, some members of this Board felt that there should be final and binding arbitration on all grievances. Certainly, prior to the "violation and interpretation" clause in P.C. 1003, such procedure was becoming more or less widespread in connection with collective agreements. Some members of this Board felt that it was taking a backward step to limit the arbitration of any grievance. The present clauses have, therefore, been worked out by the Board with a view to obtaining a unanimous report and with a view to obtaining an agreement which may be acceptable to both parties. Perhaps, as the collective bargaining experience between the two parties develops, the Union may look forward to a broadening of the arbitration procedure in connection with grievances.

We wish to express our appreciation for the co-operation and assistance which we have received from all parties who appeared before the Board.

All of which is respectfully submitted.

Dated at Toronto the 10th day of May, 1945.

(Sgd.) CECIL A. WRIGHT,
Chairman.

(Sgd.) BORA LASKIN,
Member.

(Sgd.) JOHN J. ROBINETTE,
Member.

Attached to the report was a draft Agreement which was unanimously recommended by the Board.

**Report of Board in Dispute between Thompson Bros. Machinery Co., Ltd.,
Liverpool, N.S., and Federated Council of Thompson Bros.
Machinery Co. Ltd.**

On May 14 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between Thompson Bros. Machinery Co., Ltd., Liverpool, N.S. and Federated Council of Thompson Bros. Machinery Co., Ltd.

The personnel of the Board was as follows: Hon. Mr. Justice J. H. A. L. Fairweather, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board; Messrs. W. P. Potter, K.C., and Clarence Webber, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows.

Report of Board

In the matter of Wartime Labour Relations Regulations P.C. 1003, and of a dispute between Thompson Bros. Machinery Co. Ltd., Liverpool, N.S. (employer), and Federated Trades Council of Thompson Bros. Machinery Co. Ltd. (employees)

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Department of Labour,
Ottawa.

SIR:

The Board appointed by you to endeavour to effect a conciliation of the above dispute commenced its sittings at Liverpool, N.S. on April 10th and continued its open sessions for four days.

Throughout the hearing Thompson Bros. Machinery Co. Ltd. (hereinafter referred to as 'the Company') was represented by Mr. J. Ross Byrne, as counsel, Mr. H. Earl Thompson, assistant general manager, and Mr. A. M. Holland, employment manager, — all of Liverpool, N.S., while the Federated Trades Council (hereinafter referred to as 'the Union') was represented by John W. Bruce, general organizer of United Association of Plumbers and Steamfitters of United States and Canada, of Toronto, Ontario, Sam Findlay, vice-president of International Brotherhood of Boiler Makers, Iron Shipbuilders and Helpers of America, of Toronto, Ontario, George E. Murphy, general organizer of the International Association of Machinists, of Montreal, P.Q., James H. Dwyer, general organizer of United Brotherhood of Carpenters and Joiners of America of Halifax, N.S., and the following local representatives: Bert Slater, president of Local 1573 of International Association of

Machinists, Simon Dorey, president of Local 226 of United Association of Plumbers and Steamfitters of United States and Canada, Albert Belliveau, president of Local 879 of International Brotherhood of Electrical Workers, Arthur Whynot, president of Local 1465 of International Brotherhood of Painters and Decorators, Gerald Hemeon, president of Local 392 of United Brotherhood of Carpenters and Joiners of America, and Malcolm MacDonald, president of Local 370 of International Brotherhood of Boiler Makers, Iron Shipbuilders and Helpers of America,—all of Liverpool, N.S.

Prior to 1939 the Company operated a small machine shop and foundry at Liverpool with a total payroll of thirty-nine employees. Subsequent to the outbreak of war, the company become engaged in ship-repair work in a small way, and in the year 1942 entered into an emergency repair agreement with the Ship Repair Division of the Department of Munitions and Supply. As a result of this agreement and of increased ship-repair work, the number of employees increased until at the present time there are some six hundred and seventy-nine men on the payroll.

Of these 679, one hundred and thirty-five are, by reason of their occupation or age, ineligible for membership in any of the six unions represented by the Federated Trades Council, leaving a balance of 544 eligible for membership of which number five hundred and twenty-seven are Union and seventeen non-Union. It was represented to your Board that some of these 17 non-Union employees had, during the course of the hearing, applied for Union membership, so for all practical purposes the work of the Company is carried on in a Union shop as far as the six unions are concerned.

In the year 1941 the company entered into a collective bargaining agreement with Local 392—United Brotherhood of Carpenters and Joiners of America. Later other craft unions were organized among the employees of the plant, and in the year 1942 separate agreements were negotiated with six craft unions affiliated with the Trades and Labour Congress of Canada and the American Federation of Labour. Upon the expiration of these later agreements, the company entered into a master agreement with the following craft unions: Local No. 226—United Association of Journeymen, Plumbers and Steamfitters of United States and Canada, Local No. 1573—International Association of Machinists, Local

No. 392—United Brotherhood of Carpenters and Joiners of America, Local No. 370—International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Local No. 879—International Brotherhood of Electrical Workers, and Local No. 1465—Brotherhood of Painters, Decorators and Paper Hangers of America.

This said master agreement contains the following clause:—

2. DURATION OF AGREEMENT:—

This Agreement shall be effective for a period of (1) one year, dating from the twelfth day of August, A.D., 1943 to the twelfth day of August, A.D., 1944 or until the expiration of the emergency repair Agreement, whichever shall come first, subject to change by thirty (30) days notice in writing, prior to August 12th, A.D., 1944, such notice to be given by either party to this Agreement.

Under the heading "Working Conditions"—Clause 8—the said agreement contained the following statement as subsection (n):—

In order to insure the carrying out of the purposes of this agreement it is agreed and understood that any present employee of the Company may become a member of one of the Unions signatory to this agreement and that in no circumstances shall any present employee of the Company be induced by anything other than lawful means to become a member of any Union that may be a signatory to this Agreement. But it is also expressly understood and agreed that the Company shall advise and require as a condition of employment regarding all future employees who may not be presently on the pay roll of the said Company, except those employed in a temporary capacity, that after a period of probation of thirty (30) days they shall be required, if they are to be kept on the pay roll of the said Company, to join the Union which covers the classification of work which they are performing and the Company will co-operate in assisting the Unions signatory to this Agreement in maintaining such Union membership.

Your Board interpreted this clause to mean that all non-Union employees are at liberty to become Union men or not as they wish, but that all new employees must, after a period of thirty days' probation, become members of their respective Unions or be struck off the company's payroll.

Each party gave notice to the other as provided by Clause 2 quoted above.

On August 10, 1944 the said six craft Unions submitted an application for investigation and certification of bargaining representatives to the Wartime Labour Relations Board for Nova Scotia pursuant to Section 6 of the Wartime Labour Relations Regulations, Order in Council P.C. 1003. These organizations and their duly chosen bargaining representatives were certified as bargaining agents by the said Board as of September 8, 1944. These

certified bargaining agents later submitted a draft collective bargaining agreement to the representatives of the Company in substitution for the master agreement dated 12th August 1943.

Negotiations relating to this proposed agreement were carried on for some three months, the Unions being represented by the Federated Trades Council. No agreement having been reached, on December 12 the parties appeared before the Wartime Labour Relations Board for Nova Scotia. At this conference the proposed new agreement was considered and, with the exception of subsections (1) and (1-a) of Clause 7, agreed to in principle except as to some minor details. On January 13, 1945, the Vice-Chairman and Chief Executive Officer of the Nova Scotia Wartime Labour Relations Board advised the Honourable the Minister of Labour for Canada that the Federated Trades Council, representing the employees of the Company, requested that conciliation proceedings be instituted under the provisions of Section 12 of Order in Council P.C. 1003. In compliance with said request, Mr. H. R. Pettigrove, industrial relations officer, was instructed to endeavour to effect conciliation, and on February 5, 6 and 7 he arranged a series of separate and joint conferences at Liverpool with the representatives of the interested parties. Details of Mr. Pettigrove's efforts to effect conciliation are contained in his report dated February 12, 1945, in which report he made the recommendation that a Board of Conciliation be appointed with a view to facilitating settlement. This Board was authorized on February 14 under the hand and seal of the Honourable the Minister of Labour; Mr. W. P. Potter, K.C. was duly appointed as employer's nominee, and Mr. Clarence Webber as nominee of the employees. These nominees were unable to agree as to a chairman, and as a result Mr. Justice J. H. A. L. Fairweather was, on March 12, appointed to the office by the Honourable the Minister of Labour.

At the sittings recently held at Liverpool every effort was made by your Board to effect conciliation. Briefs were filed by representatives of the parties, and every opportunity was given for detailed expression of divergent views. Satisfactory explanations were given as to various points of difference, the proceedings were conducted in an harmonious spirit, and although no acceptable middle-ground could be found, your Board felt that the time spent was by no means wasted.

The representatives of the employees argued very strongly for the inclusion in the proposed agreement of subsections (1) and

(1-a) of Clause 7—in other words a Union Shop. These subsections read as follows:—

(1) In order to insure the carrying out of the purpose of this agreement, it is agreed and understood that all present employees shall become members of the Union which has jurisdiction over the classification of work in which they are employed within ten (10) days, and shall maintain such membership in their respective unions.

(1-a) In order to insure the carrying out of this agreement, it is agreed and understood that all new employees that may be hired by the Company shall become members of the Union which has jurisdiction over the classification of work in which they are employed within thirty (30) days from the date of their employment, and shall maintain such membership in their respective unions.

The representatives of the Company, with equal strength, argued that subsections (1) and (1-a) be struck out and that an Open Shop be instituted.

The Union Shop clause, in the opinion of your Board, raises a question of principle which we feel will always remain a bone of contention between employers and employees until dealt with by competent legislative authority. On this question of principle the views of your Board are at variance. Feeling, as we do, that our efforts in this case should be directed to effecting a conciliation rather than to the discussion of abstract principles we are agreed that no good object would be served by giving expression to these divergent views in this report. We are, however, unanimously of opinion that some form of maintenance-of-membership clause to be embodied in the proposed agreement would, if tried for a year, go a long way towards solving the differences existing between the parties. With that end in view, your Board submitted a maintenance-of-membership clause containing an escape clause which would permit Union members to withdraw from membership within a limited time of the date of the agreement, or otherwise be obliged to continue as Union members throughout the year. This suggestion was not acceptable to either party, but the representatives did agree to consider the question and to submit counter-proposals. In pursuance of this undertaking the company's representatives submitted the following:—

It being mutually understood that the Company or the Unions have no intentions of retreating from their respective positions regarding their differences *re* union shop and maintenance-of-membership clauses, but considering the emergency conditions due to the war, both parties of this agreement are willing without prejudice to the rights of either in so far as the post-war period is concerned, do mutually agree that as an emergency measure and pending clarification by legislation of the position of both parties in order to insure the carrying out of the

purpose of this agreement, that all present and future employees may or may not become members of the Union which has jurisdiction over the classification of work in which they are employed, and any present or future employee who may be a member of any such union, or who may become a member of such union shall be free to resign from such union concerned on fifteen (15) days notice in writing of his intention so to do.

The representatives of the employees also made a submission as follows:—

The Company agrees to recognize the right of its employees to become members of the organization governing the classification in which he is employed, and will not coerce or intimidate in any way any employees who desire to exercise this right.

Any employee now a member of any of the organizations—parties to this agreement—shall as a condition of employment be required to maintain their good standing membership. And the Company agrees to co-operate with the respective organizations in the enforcement of these conditions.

In the interests of harmony and to prevent misunderstanding the Company agree in the employment of additional new employees they shall be advised of the existing agreement, and it is their desire that they should become members of their respective unions.

Neither of these suggestions proved acceptable to the opposing interests, and it is quite clear from a perusal of the wording of the submissions that neither represents any real departure from the original stand taken regarding a Union or an Open Shop. The representatives of the company argued that in view of the expected near approach of the end of the war in Europe that the future status of the company was very uncertain, and that the company therefore could not consent to a Union Shop clause. It was further argued that the Union Shop clause as proposed was unnecessary, undemocratic, and detrimental to the efficient operation of the plant; that it contains the element of compulsion in that all present employees must, under its terms, become union members within ten days and all new employees within thirty days and must maintain such membership on pain of dismissal. On the other hand the Union representatives argued that a Union Shop would create a greater degree of harmony in the plant, would make for improved efficiency and out-put, and would eliminate causes of friction and discontent, and further that the Unions were entitled to the security of a Union Shop, and that it was unfair and unjust for non-Union employees to obtain the advantages of a Union without contribution to its support.

At the conclusion of the argument, your Board examined the proposed new agreement clause by clause, the major portion of which was approved by representatives of both

parties. Hereto annexed—Exhibit “A”— is a copy of the said agreement with notations regarding those clauses which still require confirmation.

Your Board are of the opinion that a new agreement should be concluded between the parties to this dispute with the least possible delay, and that a form of maintenance-of-membership clause should be substituted for the Union Shop clause suggested by the Union —(a clause similar to that recommended by the Hon. Mr. Justice S. E. Richards in the Meat Packing Industry Dispute printed in the December, 1944 LABOUR GAZETTE at p. 1485)— which would, we feel, give satisfaction for at least the period of one year, at the end of which time the future operations of the plant would, we believe, have become clarified.

Your Board recommends that the following maintenance-of-membership provisions be included in the said proposed new agreement:—

(a) The Company agrees that, subject to compliance with the procedure hereinafter set out, it shall be a condition of employment that any employee who at the date of this agreement was a member in good standing of any of the Unions included in the parties of the second part, or who becomes a member after that date, shall maintain such membership during the term of this agreement.

(b) Any employee to whom clause (a) of this article applies may resign from membership in any of the said Unions within fifteen days immediately following the posting of the form of notice hereinafter set out in subsection (iv) of section (c).

(c) The procedure whereby clause (a) of this article becomes effective in respect to the employees affected by it shall be as follows:

(i) The said Unions shall at the signing of this agreement furnish the Company with lists of those employees who are members of the said Unions in good standing, such lists to be certified by an authorized officer of each of said Unions as being in accord with the signed and accepted applications of the individuals named in said lists.

(ii) The Company shall forthwith cause such lists or extracts from them to be posted upon a notice board or boards conveniently accessible to all employees named upon the lists or portions of them so posted.

(iii) Concurrently with the posting of said lists the Company shall post upon the Board or Boards upon which they have been posted, a notice in the form set out in the next following clause of this article and may deliver to any employee named on such lists a copy of such notice, such delivery to be made to the employee openly and upon the premises of the Company's plant.

(iv) Form of notice:

To all Employees:—

The collective agreement now in force between this Company and Local No. 226 of United Association of Journeymen Plumbers and Steamfitters of United States and Canada, Local No. 1573 of International Association of Machinists, Local No. 392 of United Brotherhood of Carpenters and Joiners of America, Local No. 370 of The International Brotherhood of Boilermakers, Iron Ship Builders, Welders and Helpers of America, Local No. 879 of The International Brotherhood of Electrical Workers, and Local No. 1465 of The Brotherhood of Painters, Decorators and Paperhangers of America, contains the following provisions (quote (a) and (b) above).

Lists of those employees who are members in good standing of the above named Unions have been furnished to the Company and are now posted upon the notice board or boards upon which notices of interest to employees are usually placed.

By arrangement with the Unions the provisions of the collective agreement above quoted will apply to all employees whose names appear in the lists of members of the above named Unions unless the Company receives notice from any employee within 15 days from the date of this notice that such employee has resigned his membership in any of said Unions, in which event the provisions above quoted shall not apply to such employee.

(d) No employee shall be subjected to any penalties against his application for membership or for reinstatement as a member in any of the above-named Unions, except as may be provided in the Constitution and by-laws of the Unions; and no coercion or intimidation of any kind shall be practised to compel or influence an employee to join any of said Unions nor shall any discrimination of any kind whatever be practised or permitted with respect to employees who are or who will become members of said Unions.

(e) If any employee asserts that he has been unfairly deprived of good standing in any of said Unions such assertion shall constitute a grievance and shall be dealt with according to the grievance procedure established by this agreement.

Dated at Liverpool, Nova Scotia, May 10, 1945.

Respectfully submitted,

(Sgd.) J. H. A. L. FAIRWEATHER,

Chairman.

(Sgd.) C. A. WEBBER,

Member.

(Sgd.) W. P. POTTER,

Member.

Attached to the report as Schedule “A” was a copy of the proposed new Agreement.

Report of Board in Dispute between Fraser Valley Fibre Flax Co-operative Association, White Rock, B.C., and Fibre Flax Workers Union, Local No. 1

On May 21 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between Fraser Valley Fibre Flax Co-operative Assn., White Rock, B.C., and Fibre Flax Workers' Union, Local No. 1.

The personnel of the Board was as follows: Mr. F. M. Clement, Chairman, appointed by the Minister in the absence of a joint recommendation from the other members of the Board; Messrs. D. M. Thompson and John Turner, appointed on the nomination of the employer and employees respectively.

The text of the Board's report was as follows:—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003, and Fraser Valley Fibre Flax Co-operative Assn., White Rock, B.C., and the Fibre Flax Workers' Union, Local No. 1.

HON. MR. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

DEAR SIR:

We wish to report that the opposing parties met with the Members of the Board on different occasions and after some discussions negotiated and signed an Agreement, a copy of which is enclosed. All negotiations were conducted in a spirit of friendliness and goodwill.

While recommending and supporting the enclosed Agreement, the Board has not been unmindful of certain all-important factors with regard to the industry. Some of these factors are as follows:

1. This is a new industry based on the production of fibre flax on the farms of the Fraser Valley. It is only now in its third year.
2. The farmer-producers, the labourers, the management, while not inexperienced in many fields of endeavour, are nevertheless new and relatively inexperienced in this industry.

3. A certain knowledge and expertness are required among many of the workers and others. These in many cases, due to the newness of the industry, have been somewhat lacking in both management and labour.
4. Some difficulties have been experienced in selling the various products at reasonable prices, and these prices have not in all instances satisfied the farmer-producer.
5. The acreage produced is about as follows:

1943.....	960 acres
1944.....	620 acres
1945.....	about 400 acres
6. The plant had a shut-down for a month last Fall because of a shortage of funds, but received some government assistance and may receive additional assistance on some purchases.

After listening to the general discussion and taking the above factors and others into consideration we cannot too strongly emphasize one simple point, which is that if this industry is to survive and become firmly established, the closest possible co-operation must be maintained between the management and the Union. The situation is somewhat precarious, but if all co-operate including the farmer-producers and take a long-time point of view, it is reasonable to expect that an industry of importance to both farmer and labour can be eventually established. Increased acreage and full co-operation between management and labour are absolutely essential if this industry is to survive.

Respectfully submitted,

D. W. THOMPSON,
Member.

JOHN TURNER,
Member.

F. M. CLEMENT,
Chairman.

Attached to the report was a copy of the Agreement which was signed between the parties concerned.

Report of Board in Dispute between the Dominion Bridge Company, Ltd., Burnaby, B.C., and Boilermakers and Iron Shipbuilders' Union of Canada, Local No. 1

On May 31 the Minister of Labour received the Report of the Board of Conciliation established to deal with a dispute between the Dominion Bridge Company, Ltd., Burnaby,

B.C., and Boilermakers and Iron Shipbuilders' Union of Canada, Local No. 1.

The personnel of the Board was as follows: Mr. J. Edwin Eades, Chairman, ap-

pointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. A. Reginald MacDougall and Lawrence Anderson, appointed on the nomination of the employer and employees, respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations and in the matter of Dominion Bridge Company Limited and its fabrication plant employees, represented by the Boilermakers and Iron Shipbuilders Union of Canada, Local No. 1.

To the Honourable the MINISTER OF LABOUR,
Ottawa, Ontario.

Following the recommendation of R. G. Clements, a conciliation officer, in accordance with the provisions of P.C. 1003, a Board of Conciliation was duly constituted by Order of the Honourable the Minister of Labour dated the 20th of March, 1945, and by Order of the Honourable the Minister of Labour dated the said date Mr. A. Reginald MacDougall and Mr. Lawrence Anderson were appointed members of the Board on the recommendation of the employer and employees respectively, and having failed to recommend a third person the Honourable the Minister of Labour by the said Order appointed Mr. J. E. Eades.

At a preliminary meeting of the Board held at the Board Room on the 4th day of April, 1945, in the Hall Building, 789 West Pender Street, with Mr. B. H. E. Goult, Registrar of the British Columbia Department of Labour, in attendance, the members were duly sworn, Mr. Eades was agreed upon as chairman, the procedure to be followed was adopted and the time and place of the first sittings for the hearing of evidence by or submissions of the parties was decided.

The Board met on the 12th day of April, 1945, at the Court House, Vancouver, B.C., and Mr. W. L. White, President of Boilermakers and Iron Shipbuilders Union of Canada, Local No. 1, and Mr. C. W. Caron, Secretary-Treasurer of the said Union, being the bargaining agents for the employees, duly certified as such on the 10th day of August, 1944, appeared on behalf of the employees and Mr. A. S. Gentles, General Manager of Dominion Bridge Company Limited, appeared on behalf of the Company. The bargaining representatives, as appeared by the notice of certification, represented the majority of the

employees employed in the fabrication plant of the Dominion Bridge Company Limited and did not represent the machinists, electricians, steam operators, electric crane operators and staff employees and those employed in a confidential capacity or having authority to employ or discharge employees. The conciliation officer's report was read and discussed and the parties expressed themselves as still unable to agree in respect of all the sections in the proposed agreement referred to by the conciliation officer.

The specific clauses of the proposed agreement in dispute were then and in subsequent sittings discussed clause by clause. Those sections of the agreement dealing with hours of work, safety committee, seniority, grievance procedure, arbitration and labour management production committee were considered, though not in that order. All these matters were finally resolved through a marked spirit of conciliation displayed by both parties. In particular the sections in dispute were dealt with as follows:—

ARTICLE 2

Section 2.—By the deletion of Sec. 4 of this Article and an addition to Sec. 2 setting out the hours of work the parties agreed that the needs of both could be met. The agreed section is as follows:—

Sec. 2.—Eight hours shall constitute one day's work and forty-four hours shall constitute one week's work on the first shift between the hours of 8 a.m. and 5 p.m.; seven and one-half hours shall constitute one day's work and thirty-seven and one-half hours shall constitute one week's work on the second shift between the hours of 4.30 p.m. and 1 a.m.; seven hours shall constitute one day's work and thirty-five hours shall constitute one week's work on the third shift between the hours of 12.30 a.m. and 8.30 a.m. Any variations in such standard hours due to transportation or otherwise shall be mutually agreed upon.

ARTICLE 3

Section 4.—The Company felt that the present safety committee consisting of the foreman, heads of department, first aid man and plant superintendent, which had power not only to make recommendations but to carry the recommendations into effect, had operated with great satisfaction and marked favourable results. The employees felt that equal representation of the men would be desirable and advanced arguments in support and it was agreed that representation be given as long as the committee be not so large that it was unwieldy. Directions of the Workmen's Compensation Board of December 6, 1944, in respect of accident prevention committees was

filed. The Company withdrew its objections and Sec. 4 of this Article was agreed to. The clause as agreed to is as follows:—

A safety committee shall be maintained composed of four representatives of all the employees in the plant and four representatives of management. The number of representatives to be appointed by the Union shall be not less than two and shall be such larger number as may from time to time be agreed upon.

ARTICLE 5

Section 1.—The principle of seniority commensurate with merit and ability was not in dispute between the parties, but the employees submitted that they should be consulted on the question of what constituted merit and ability, whereas the employer felt that this decision was the prerogative of management. After the submission of suggested clauses by each party the following was agreed upon:—

Lay-offs, promotions and demotions are to be based on ability to perform the particular job, but when all other things are equal the employee having the greatest seniority will receive the preference. This clause does not necessarily refer to promotion to supervisory positions.

When lay-offs are contemplated, the company will submit to the Union a list of the names of those to be laid off and the reasons for doing so.

ARTICLE 8

Grievance procedure was discussed at length, difficulties arising between the parties in the settlement of both individual grievances and on the question of arbitration. Various clauses were submitted by the parties, finally resulting in agreement on the following article:—

ARTICLE 8

Section 1. During the life of this agreement there shall be no stoppage of work, slow-down or strikes fostered, countenanced or endorsed by the Union, nor shall there be any lock-outs by the Company until the grievance procedure outlined herein has been complied with.

Individual grievances shall be adjusted and finally settled as follows:—

First. If any employee has a grievance, he shall notify his foreman and shop steward who will endeavour to adjust the matter. Failing a satisfactory settlement, the grievance shall be put in writing on a form supplied by the Company and signed by the aggrieved.

Second. This report shall be submitted by the Steward, accompanied by one other Steward of the same shift to the shop superintendent who will render a decision within three working days.

Third. If the answer is not considered satisfactory, the matter will be referred to the management and the appointed Union representatives for a decision.

Section 2. All differences concerning the interpretation or violation of this agreement shall be adjusted between said bargaining representatives and the Management of the Company, and failing such adjustment, as provided in the immediately following paragraph.

ARTICLE 9

It was agreed that:—

- (a) The employer's objection be withdrawn to Sec. 2.
- (b) The employees agreed to the deletion of Sec. 3.
- (c) That Section 4 be amended by inserting the words "one-half" before the word "expenses".

ARTICLE 10

Mr. Gentles stated that the Company was not opposed to the principle of a labour-management production committee and agreed with some of the arguments advanced as to its value but, while fully alive to the advantages, felt that there might be disadvantages and that this matter should be discussed when it was seen how the agreement worked out in practice. The employees agreed to the deletion of this article.

With respect to Article 1, Sections 2 and 3, dealing with Union Shop and Check-off, Mr. White, on behalf of the employees, submitted a brief and the employees replied to the arguments raised by the Company and both replied to questions raised by the Chairman and members of the Board and to certain specific arguments of the other.

The arguments by the Union in respect of Union Shop and Check-off clauses in the proposed agreement reduced to brief form were:—

1. The Union has the record of holding closed shop agreements which have resulted in benefit to all concerned.

2. Refusal to accord Union security implies opposition to Union growth and stability and opposition to the declared desire of the majority of the employees.

3. All employees benefit from the work of the Union and all employees should share responsibility for the Union.

4. Where all are Union members all can expect and will receive equal treatment without fear and without favour.

5. The Union shop benefits the employer through

- (a) Better morale and discipline of employees.
- (b) Additional and superior supply of labour.
- (c) Uniformity in competitive industries.

6. Union shop benefits the Union through

- (a) The principle of majority rule with equal responsibility in the interests of the whole.
- (b) Increased harmony and security among the members.
- (c) Union security enables the Union and its officers to devote its full time to the promotion of harmonious labour management relations and to matters of general benefit to the community and the members of the Union.

7. The Union has established a splendid record of achievement to the general welfare of the community during the war and particularly in the following:—

- (a) In the sale of Victory Loans through the shop stewards' results far exceeded any other method of handling.
- (b) Huge funds were raised by the Union for war purposes.
- (c) Labour-management production committees have functioned for maximum production and this Union was the spearhead of the 7-day continuous production plan.
- (d) The no-strike pledge has meant continuous production.

8. The Union has plans for the future which will be of great benefit to the general welfare and to properly carry these plans into effect Union security is essential.

The arguments advanced by the Company were in the main briefly as follows:—

1. Open shop agreements have been made with other local steel working shops but the Union has refused at all times to consider other than a closed shop agreement with this Company.

2. Every employee should have liberty of choice in his Union affiliations without compulsion from the Company.

3. The inclusion of a Union shop clause is in direct contravention of existing governmental labour policy as set forth in P.C. 1003.

4. The Company should not be required to dispense with the services of a valued employee because he neglects, refuses or is unable to pay his Union dues or wishes to withdraw from the Union or because of some real or fancied grievance the Union has decided to expel him.

5. The Company owes legal and moral responsibility to its employees now serving in the Armed Forces and these men have the right on their return to either join a Union of their choice or not to join any Union.

6. No closed shop agreements exist in Canadian shops that fabricate steel.

7. Certification of the bargaining agents was not by election but by petition and no evidence has been adduced that the average employee is interested in closed shop, union shop or check-off.

8. Closed shop conditions should come as in Britain by a development of open shop agreements and then the Unions should come under strict government control.

9. The Union or closed shop has not contributed to harmony in local industries.

10. Closed shop does not increase plant efficiency and every step tending to limit the plant efficiency will have an adverse effect in post-war competition.

11. The Union's argument that the will of the majority should rule implies under their proposal that the rights of the minority should be eliminated.

In reply Mr. Caron and Mr. White dealt with the Company's submissions generally and certain specific arguments might be mentioned. In dealing with the first point raised by the Company the bargaining representatives stated that the agreements in question were made in 1942 and were prior to P.C. 1003 and that they had no knowledge of the negotiations at that time but did have knowledge that the employees by a large majority desired a Union shop. In reply to argument numbered 5 they stated that the Union was fully alive to the needs of returned members of the Armed Forces and had made special provisions for and given special privileges to them but the returned man would not expect to find working conditions as they were when he left the shop. A Union shop was a working condition. In regard to argument numbered 7 they submitted that 75 per cent of the employees covered by the agreement were at the time of certification in favour of a Union shop.

With regard to check-off the Company submitted that the proposed clause would place it in an unsound and invidious position. If there are such advantages as the Union claims then the members should readily volunteer their dues. An employee has the right to dispose of his own money and imposing such a condition of employment on him was unfair to him and to the Company. Such security of funds would also have a tendency on the part of the Union to impair its activities and usefulness towards its members. Some Unions have affiliated with a national political party and the effect might well be to force an employee to support a political party against his political convictions.

To the arguments against check-off the Union replied in general terms and with respect to the latter argument stated that while in this Union a political action committee was set up there was no affiliation with any political party.

The Company further proposed that a clause filed as Exhibit 14 and reading as follows:—

The Union agrees that there shall be no solicitation of any employees for Union Membership or payment of dues in working hours on the Company's premises.

be included in the agreement. It was submitted that although Sec. 20 (2) of P.C. 1003 made the main part of the clause mandatory yet this Section did not cover dues and in any case the order might be cancelled or changed during the term of this agreement. The Union did not object to the effect of the clause

but felt that it was unnecessary and opposed its inclusion.

Each of the members of the Board regrets that it is not possible to file a report with the consensus of all. One of the members takes the position that the parties have agreed through conciliation proceedings on all matters save Article 1, Sec. 2 and 3 and that the Board should so report and recommend that the agreement be signed in respect of those matters agreed upon and that the parties should further bargain with respect to the matters in dispute and that it is not a function of a conciliation board and, in fact, may adversely affect the bargaining for the Board to recommend clauses to which both or one of the parties are strenuously opposed.

The Chairman and the other member of the Board admit that a conciliation board has not the functions of an arbitration board and has no power to enforce any recommendations it may make but, nevertheless, through its close contact with the parties established through many sittings and through the careful consideration of the submissions made by the parties and through its questioning of the parties and the answers thereto the Board is in a position to make a useful contribution to the bargaining between the parties. Furthermore, by virtue of P.C. 1003, Sec. 13 (2) "A Conciliation Board shall...endeavour to effect an agreement between the parties on the matters on which they have not agreed and, in any event *shall report* the result of its endeavours and its findings and *recommendations*". (The words underlined are underlined by the Board).

The Union has requested a full measure of security. It asked for a Union shop. This is a first agreement between the employees and the Company; there is a splendid spirit of co-operation manifested on both sides but the effectiveness and usefulness of the Union in this plant still remains to be demonstrated, bearing in mind that the Union does not represent the crafts referred to in the opening paragraphs of this report. The Union submits that it is essential that it should have some measure of security in order to fully show its effectiveness and usefulness and with this contention the majority of the Board agree.

The Board has carefully examined the arguments of the Company and carefully considered the position taken by the Company and the Union with respect to the Union shop, and a majority of the Board are of the opinion that the existing situation should be met by a maintenance-of-membership clause to the effect that "all employees of the Company who are or become members of the union, shall maintain membership in good standing as a

condition of continued employment". This provision could become effective fifteen (15) days from the date of the execution of the agreement. The majority of the Board recommend that the agreement should contain such a clause and suggest that it be Article 1, Section 2.

The Board has also carefully considered the arguments for and against check-off and the majority find no valid argument against a voluntary cancellable check-off restricted to monthly dues and recommend that the agreement should contain such a clause to be included as Article 1, Section 3.

A majority of the Board sees no valid reason why the Article referred to above which the Company requested should be included in the agreement should not be so included and recommends that same be Article 1, Section 4.

The Board is further of the opinion that the clauses which have been agreed upon will result in material benefit to both parties and if the parties do not accept the recommendations as to maintenance of membership, check-off and the additional clause suggested above then the Board recommends that the agreement which has been redrafted and is now Exhibit "A" hereto be executed by the parties.

Minority report of Mr. A. Reginald MacDougall is attached hereto.

All of which is respectfully submitted this 28th day of May A.D. 1945.

(Sgd.) J. E. EADES,
Chairman.

(Sgd.) L. ANDERSON,
Member.

Minority Report

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between: Dominion Bridge Co., Ltd., Burnaby, B.C., (Employer) and Local No. 1 Boilermakers' and Iron Shipbuilders' Union of Canada (Employees).

To: The Hon. the MINISTER OF LABOUR,
Parliament Buildings,
Ottawa, Ontario.

Sir:

I regret that inasmuch as my two colleagues on the one hand, and myself on the other, are unable to agree as to recommendations having to do with the employees' request for a "union shop" and "check-off" and the employer's opposition thereto, it becomes necessary for me to submit a minority report.

With regard to the other matters in dispute between the parties, all of which have been settled, I endorse the report of the majority

of the Board and cannot usefully add anything to it.

Consistent with what is, in my view, the prime function of a Board of Conciliation established in pursuant of the provisions of Section 13 (1) of the Wartime Labour Relations Regulations, P.C. 1003, the Board endeavoured to effect an agreement on all matters in dispute and succeeded in doing so with the exception of the two questions of "union shop" and "check-off". Because the parties refuse either to agree or to agree to compromise on these questions, I fail to see how the inclusion of any recommendations of the Board can achieve any satisfactory result.

On the contrary, in my opinion, the full success of collective bargaining is dependent on an agreement freely arrived at by the parties themselves after a process of give and take and not as a result of a Conciliation Board superimposing its own opinions on the parties. I, for one, in the absence of agreement between the disputants, do not feel competent to rule as to whether or not a "union shop" or "check-off", or any other form of union security provision should be inserted in a collective agreement between the Dominion Bridge Company Limited and certain of its employees having regard to the interests of employers, workmen and the general public which last-mentioned, as is so often forgotten, also has an interest in labour disputes.

I do, however, feel very strongly that it is not for this Board to attempt to coerce (in the sense that recommendations of a board, while not binding, are of some weight) both or either of the parties. To endeavour to do so, after unsuccessful efforts at conciliation, would, as I see it, not enhance the prospects of future settlement of those matters on which the parties have not agreed, but may tend to hinder such prospects.

Report of Board in Dispute between Eight Glass Companies, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America

On April 30 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between eight Glass Companies, Toronto, Ont., and Glassworkers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America. A minority report was submitted by Mr. John Munro.

The personnel of the Board was as follows: Hon. Mr. Justice W. D. Roach, Chairman, appointed on the nomination of the other two

It seems to me that the parties should take the realistic view and frankly admit that there are certain matters on which they can agree, others on which they can compromise and others on which they cannot agree. On these last-mentioned, they should agree to disagree, at the same time continuing to bargain collectively with the hope that one will adopt the view contended for by the other or that agreement at some time can be reached by compromise. (In this view, I find myself in agreement with the observations contained in a very useful study of the closed shop, being Bulletin No. 9 issued by the Department of Industrial Relations, Queen's University.)

In the meantime, I can see no reason why good employer-employee relations should not persist. In this particular case, it undoubtedly exists now and the good-will exemplified by the attitude of both parties before the Board, resulting in a very real measure of compromise on all matters in dispute except the "union shop" and "check-off", augurs well, I think, for collective bargaining in the future. As already intimated, I do not think that any expression of opinion from this Board as to the merits or demerits of the principle of "union shop" and "check-off" or of union security clauses generally will assist in that bargaining.

I, therefore, recommend that the agreement, exhibit "A" to the majority report, without the inclusion of any provision either as to union security or "check-off" be executed forthwith by both parties thereto.

All of which is respectfully submitted.

(Sgd.) A. REG. MACDOUGALL

Vancouver, B.C.
May 25, 1945.

Attached to the report was a copy of the draft agreement recommended by the Board.

members; Messrs. Norman L. Mathews and John Munro, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report was as follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between eight Glass Companies, Toronto, Ontario: Excelsior Plate Glass

Company, Pilkington Brothers (Canada) Limited; Canadian Plate and Window Glass Limited; Consolidated Plate Glass Company; Robert McCausland Company; Queen City Glass Company Limited; Advance Glass and Mirror Company Limited, and Hobbs Glass Company (Employer) and Glass Workers Local Union No. 1487, Brotherhood of Painters, Decorators and Paperhangers of America (Employees).

To The Honourable The MINISTER OF LABOUR,
Ottawa, Ontario.

The undersigned, Chairman and members of the Board of Conciliation established in this matter pursuant to the provisions of s. 13(1) of the Wartime Labour Relations Regulations, P.C. 1003, respectfully report as follows:

For some time prior to the establishment of this board, the eight glass companies, as a group, were negotiating with the union for the purpose of consummating a collective bargaining agreement between each of the companies and the union. The union has been certified as the collective bargaining representative of each of the companies, and while the negotiations were carried on between the union and the companies as a group, it was the intention that a separate collective bargaining agreement should be entered into between each of the companies and the union.

Your board has been informed by the parties that in the course of those negotiations the parties were apparently able to agree on all the provisions of the proposed collective bargaining agreement excepting only the clause respecting union security.

The union asked that the collective bargaining agreement should contain a clause providing for a union shop. The employers were unwilling to accede to that request, and that is the one feature of the proposed collective bargaining agreement that came before this board for discussion.

Prior to the board meeting with any of the parties, it requested each of them to file a brief with the board. This was done. The board then met with the parties at the city of Toronto on April 13, 14 and 26. At those meetings the companies as a group were represented by Mr. W. D. Matthews, and each of the companies was represented as follows: Excelsior Plate Glass Company by H. E. Gallagher; Pilkington Brothers by A. Alban, Manager of the Toronto Branch; Canadian Plate and Window Glass Limited by William H. Bartlett, General Manager; Consolidated Plate Glass Company by E. G. Hayes, Manager; Robert McCausland Com-

pany by J. G. Ramsden, Manager; Queen City Glass Company Limited by G. C. Bristow, Manager; and Hobbs Glass Company by F. G. Hannen, Manager. The union was represented by Fred Molineux, International Organizer, William Davey, who is an employee of Hobbs Glass Company and also President of the local union; William Briffett who is an employee of Robert McCausland Company and also Secretary of the local union.

The companies are glass jobbers, that is to say, they do not manufacture glass but process it for installations in buildings and store and household fittings.

The companies supplied the board with a statement showing the total number of employees on the pay-roll of each of the companies, the number of such employees who would be affected by a collective bargaining agreement, the approximate period of their employment to date, with their respective employers, and the classification of those employees. All this is set out in Schedule "A" hereto attached.

It would appear that normally among the employees of these companies, there has not been any substantial labour turnover, and that apart from perhaps isolated instances there has not been any appreciable friction between the employees of any of these companies and their respective employer.

For the union it was stated that since negotiations for a collective bargaining agreement were commenced, the union has not entered into any active campaign among the employees in solicitation of any of them to join the union.

The union is an affiliate of the American Federation of Labour and the Canadian membership is affiliated with the Trades and Labour Congress of Canada. The local union obtained its charter from the parent body under the date May 5, 1944.

The union supplied your board with a statement showing the approximate number of employees which it estimated were on the pay-roll of each of the companies and who would be affected by a collective bargaining agreement and the number of such employees as were presently members of the union, and the number who were non-members, and the number of non-members who had granted authorization to the union prior to the certification of the union to represent such employees for collective bargaining purposes. All that information is set out in Schedule "B" hereto attached. From that schedule it would appear that out of a total of 156 employees who would be affected by a collective bargaining agreement, 123 are presently members of the union, and Mr. Molineux and the

officers of the union who appeared before the board gave it as their opinion that once a collective bargaining agreement would be consummated the number of union members among the total of those employees would be substantially increased.

An analysis of that schedule shows that in the case of each of the companies, except Excelsior Plate Glass Company, a majority of the employees of each of those companies who would be affected by the collective bargaining agreement, are presently members of the union. In the case of Excelsior Plate Glass Company the union has only a minority of such employees. In view of the fact that the union has already been certified as a collective bargaining agent of the employees of each of the eight companies, the existence of a minority in the case of Excelsior Plate Glass Company has not been regarded by the board as an obstacle in submitting a report equally applicable to each of the eight companies with respect to the one matter in issue before the board.

There has not, heretofore, been a collective bargaining agreement between any of the companies and its employees.

It is not without some importance that during the negotiations between the union and the companies as a group, the union sought the approval by each of the companies to an increase in wages, and that subject was canvassed by the union and the representatives of the companies together and with the conciliation officer of your department. There is no dispute as to this, that during the negotiations respecting an increase in wages, the union intimated that if its demand for an increase in wages would be agreed to by the companies, the union would modify its demand for a union shop and accept in lieu of a union shop clause, a maintenance-of-membership clause, the exact terms of which were not defined.

On the occasions when your board met with the parties, there was completely frank and open discussion and this board desires to record its appreciation, firstly, of the attitude of the parties and secondly, of the considerable assistance which the parties, through their representatives, gave to the board. At the first meeting of the board with the parties, it became apparent that each of the companies was unalterably opposed to a union shop, for reasons which this board does not think it necessary to enumerate. They were the reasons generally advanced by those opposed to the policy of union shops. The union, on the other hand, was equally insistent that the collective bargaining agreement should provide for a union shop. At that

stage in the proceedings before the board, the board had not up to that time, been advised that in earlier negotiations the union had intimated that it would be willing to substitute for a union shop clause, a maintenance-of-membership clause in the event that the companies would approve of an application by the union to the Regional War Labour Board for an increase in wages. The reasons advanced to the board for a union shop in the opinion of the board, need not here be enumerated. They too, were the reasons generally advanced for such type of union security.

In view of the conflict between the parties on the subject of union shop, the board, with a view to conciliation, suggested by way of alternative that the collective bargaining agreement should contain a maintenance-of-membership clause, substantially in the form set out in Schedule "C" hereto attached.

The matter was discussed at the first and second meetings of the board, with the parties, and at the conclusion of that second meeting, the parties indicated their desire to give further consideration to the board's suggestion, the union to discuss it with the employees, the representatives of the companies to discuss it with their directors. Time for such consideration was given, and at the meeting of the board with the parties on April 26, the board asked for the reaction of the parties to the board's suggestion. Each of the eight companies, excepting Hobbs Glass Company, indicated its willingness that the collective bargaining agreement should contain the maintenance-of-membership clause which the board had suggested. Hobbs Glass Company registered its disapproval of that particular maintenance-of-membership clause and/or any maintenance-of-membership clause. The union rejected the board's suggestion and after considerable discussion it became obvious that the board was unable to find any common ground upon which the parties could agree on the subject of union security.

At this last meeting with the parties, the union modified its demand for a union shop in its most complete sense, and intimated that any of the present employees of the company who might fail to join the union might still retain their employment with the company and that all present employees who are members must, as a condition of their employment, retain that membership, and that all new employees must, after a probationary period, become members of the union as a condition of their continued employment.

In view of the circumstances disclosed in this case, viz., that there has not heretofore

been any appreciable friction between any of the companies and its employees, and that there has not heretofore been any collective bargaining agreement between any of the companies and the union, and that normally there is no substantial turn-over in the employees of any of the companies, and the justifiable anticipation that once a collective bargaining agreement is consummated, with few exceptions all the employees of all the companies will become members of the union, the board recommends that the union should withdraw its demand for a union shop clause, and that the union and the companies accept, in lieu thereof, a maintenance-of-membership clause substantially in the form set out in Schedule "C".

The controversy between each of the companies and its employees on the subject of wages was discussed by the parties with the board. It appeared that each of the companies would be willing to grant some increase in wage rates, but not as large an increase as the union requested. The board is of the opinion that the subject of wages is not within the scope of this board's jurisdiction and accordingly this board makes no recommendation.

All of which is respectfully submitted.

Dated this 28th day of April, 1945.

(Sgd.) W. D. ROACH,
Chairman.
(Sgd.) GEO. A. GALE,
Member.

Minority Report

In the matter of the Wartime Labour Relations Regulations P.C. 1003 and of a dispute between the Eight Glass Companies and Glass Workers Local Union No. 1487 Brotherhood of Painters, Decorators and Paperhangers of America.

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

With the preliminary statement of facts as set out in the majority report in regard to the attitude of the various parties to the application for the maintenance-of-membership clause in the proposed agreement I agree.

The Board found that on the one hand the employers as a group were unalterably opposed to any form of maintenance-of-membership clause, and on the other hand the employees as represented by their officers were adamant in their demand that a maintenance clause should be included.

The employers based their principal objections on the possibility of what might hap-

pen, such as a personal disagreement with the union on some personal matter, the union policy or constitution might undergo a radical change and the member might find himself in complete disagreement with its new policy. The union might decide to align itself with some political party and make political contributions to the funds of a party to which his political views were diametrically opposed. Other objections were that the union might call a strike—even though an illegal one, and as a result of any of these possibilities the member might withdraw or be expelled and as a consequence lose his employment. The representatives of the employers stressed the fact that to agree to a maintenance-of-membership clause would infringe on the personal liberty and civil rights of their employees. However in a war torn world with the citizens civil rights changing from day to day I must conclude they were stressing the possibilities and not the actualities of what might take place.

The employees' demand on the other hand asked that all employees shall be members of the union in good standing, and that any new employees shall agree to become members within fourteen days after a trial period of twenty-one days should they remain in service. This was later modified to allow all old employees who elected to refrain from joining the union to still remain in service. This clause the employers refused even to consider and at this point the Chairman suggested the clause which is now part of the majority report of the Board. After some discussion both parties agreed to consider this clause and report their reactions at the next meeting of the Board.

At the subsequent meeting of the Board seven of the eight glass companies through their representatives agreed to accept the clause as suggested by the Chairman but the employees' representatives considered it unsatisfactory and filed with the Board copies of the constitution of the International Union which showed that the various possibilities of any infringement on a member's rights were provided against as far as possible to do so. Their objection to the clause was that it contained so many exit clauses that in its practical application it would amount to nothing more than the open shop which policy is in existence at present moment.

In my opinion there is no good reason why members of a union which is negotiating an agreement should not be forced to carry out the obligation they assumed as union members in asking for bargaining rights.

If collective bargaining implies the right of democratic self government it would seem only just from the view point of the employer to insist that such a right carry with it a corresponding obligation to continue to support and participate in the decisions of the union in order to emphasize individual responsibility in the election of a bargaining agency, and to insure full participation in the decisions of union by all the employees in the plant.

The union has by its assumption of the responsibility of bargaining for the rights of all employees, therefore it is my considered opinion that it would be to the employer's advantage as well as the employees that all should be compelled to become members of the union, thus sharing the responsibilities and having the opportunity of having a voice in any decision that may be reached in regard to conditions in the plant.

The union signified its willingness to accept any new members without increase in initiation fees or dues during the first year of the agreement, and to give returned members of the Armed Forces free membership and free choice of becoming members of the union or not as they desire; this also to apply to members of the Mercantile Marine, thereby showing their willingness to co-operate to the fullest extent during the readjustment period.

For the above reasons I cannot concur in recommending the maintenance clause as submitted by the majority members of the Board, and maintain that the amended clause dealing with maintenance of membership as submitted by Local 1487 is both fair and reasonable and should be embodied in the agreement.

All of which is respectfully submitted.

Dated this 28th day of April, 1945.

(Sgd.) JOHN MUNRO.

Schedule "C"—Maintenance of Membership

3. (a) Every present employee who is a member of the union shall be given a period of fifteen days from the date upon which the agreement is posted as hereinafter provided, within which to elect in writing to be filed with the company, and the union committee, either to remain a union member, or to withdraw from the union. If he elects to retain his membership in the union then the continuance of his membership during the life of the agreement, but not including any possible automatic renewal

thereof shall be a condition precedent to his retaining his employment with the company.

(b) Every employee, whether present or future, shall once he becomes a member of the union retain his membership in the union during the life of the agreement but not including any possible automatic renewal thereof, as a condition precedent to his continued employment with the company, provided however that at any time any group of two or more employees who are members of the union may resign from the union without thereby prejudicing their employment with the company, when such resignations would reduce the number of union employees to fifty per cent or less of the total number of employees eligible for union membership.

(c) The obligation of the company to discharge an employee for failure to retain his membership in the union, shall arise only if in the opinion of the company, such employee could be promptly replaced by an equally competent employee: The availability of such equally competent employee, at the option of the union to be decided by National Selective Service authorities.

(d) If at any time the number of company employees, members of the union, should become fifty per cent or less of the total number of employees eligible for such membership, either by way of resignation within the fifteen-day period referred to in (a) above, or failure to become members of the union, or resignations under (b) above, then the obligation of the company under this maintenance-of-membership provision shall forthwith terminate.

(e) These provisions shall be expressly subject to any regulations of the National Selective Service authorities that may from time to time be in force.

(f) In order to acquaint all employees with the terms and provisions of the maintenance-of-membership clauses in this contract, the union shall post on the company bulletin boards not later than the day next following the date upon which the contract is signed, a notice containing all the maintenance-of-membership clauses and showing the date upon which the contract was signed. This notice shall remain posted on the bulletin boards during the life of the agreement.

(g) A list of the members of the union shall be supplied by the union to the company forthwith after the execution of this agreement and such lists shall be revised so as to be brought up to date from time to time, but, in any event, and if requested by the company, at least quarterly.

Attached to the Board's report as Schedule "A" was a statement showing the total number of employees on the payroll of each of the companies, the number of such employees who had been affected by a collective bargaining agreement, the approximate period of their employment, their respective employers, and the classification of those employees.

Conciliation Work of the Industrial Relations Branch During April and May, 1945

Activities Under the Conciliation and Labour Act and Other Legislation

OFFICERS of the Industrial Relations Branch dealt with 32 industrial disputes during the months of April and May, involving 18,846 workpeople employed in 40 separate establishments. During April, 14 new disputes developed which required attention and in May, 10 new disputes originated. The other 8 situations which were handled were ones which arose earlier and which were pending at the beginning of the period under review. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, and Glace Bay. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North-western Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations Branch and staff are situated in Ottawa.

Following is a statistical analysis of the cases dealt with during the period under review:

Industries

MINING AND SMELTING, ETC.	
Coal Mining	10
Metal Mining	2
MANUFACTURING	
Metal Products	15
Non-Metallic Minerals, Chemicals, etc....	1
Rubber Products	1
TRANSPORTATION	
Water	1
Electric Railways and Local Bus Lines...	2
Nature of disputes or situation	
Strike or Lockout	13
Threatened strike	4
Controversies	4
Arbitrations	8
Requests for services of Commissioners...	3

Predominant cause or object

Increase in wages	9
Other causes affecting wages and working conditions	7
Discharge of workers for union membership or activity	3
To secure or maintain union wages and working conditions	2
Discharge of workers for other than union activity	4
Employment of Particular Persons.....	1
Unclassified	6

Disposition

Strike terminated by mediation or other Departmental action	9
Threatened strike averted by mediation..	2
Decision rendered in arbitration	4
I.D.I.C. appointed under P.C. 4020.....	2
Verbal Agreement reached	1
Written statement terminating situation..	1
Dispute lapsed or called off; no further action required	1
Referred to R.W.L.B. or N.W.L.B.....	1
Other disposition	3
Disposition pending	8

Results

In favour of employees	5
In favour of employer	5
Compromise or partially successful.....	5
Indefinite or unterminated	13
Not known	4

Method of settlement

Conciliation or mediation	14
Direct negotiations	3
Arbitration	5
Administrative action	1
Settlement pending	9

Brief summaries of a few of the cases of chief interest are given below:—

Motor Vehicle Factory Workers, Windsor, Ont.—The June, 1944, issue of the LABOUR GAZETTE contained an account of the settlement reached by the Wartime Labour Relations Board (National) in connection with a strike by some 14,000 employees of the Ford Motor Company of Canada, Ltd., members of Local 200 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. As a result of the intervention of the Board at that time, which was on the request of the Minister of Labour for Canada, an interim agreement was accepted by both the Company and the Union which provided that, if any difference of opinion arose as to the interpretation or application of the agreement, it should be submitted to arbitration under the direction of the Board. On March 7, 1945, the Company made an application to the Wartime Labour Relations Board (National) for interpretation as to the

termination* date of the interim agreement. Following a hearing of the parties on March 29th, the Board directed that the request of the Company should be submitted to an Arbitration Committee of three persons. The Committee, which was composed of Mr. Justice G. B. O'Connor, Mr. A. R. Mosher and Mr. E. R. Complin, heard the case on April 5th.

The decision of the Committee was that those clauses of the agreement dealing with the determination of interim representation and grievance procedure and union operating practices generally should terminate when the parties have negotiated a new collective agreement, or in the event of their being unable to agree, at the expiration of 14 days after a Board of Conciliation makes its report to the Minister of Labour, whichever shall happen first. The Committee decided further, with respect to the clauses of the agreement dealing with the "individual rights" of the employees, that they were "preserved" and should continue until they are terminated after April 28, 1945, on two months' notice by either party in accordance with the provisions of the War-time Labour Relations Regulations, P.C. 1003.

Wood Products Workers, Owen Sound, Ontario.—Reference was made in the March issue of the LABOUR GAZETTE (Page 344) of the appointment of Judge W. G. Owens as an Industrial Disputes Inquiry Commissioner to investigate a charge by a representative of the Canadian Congress of Labour that the Keenan Woodenware Manufacturing Co., Ltd., Owen Sound, Ont., had dismissed an employee because of union activity. The report of the Commissioner stated that the charge had not been sustained by the evidence and should be dismissed.

Aircraft Workers, Winnipeg, Man.—In an earlier issue of the LABOUR GAZETTE (March, 1945, Page 343) it was reported that the Minister of Labour had appointed His Honour Judge W. J. Lindal, of Winnipeg, as chairman of a three-man Arbitration Committee to deal with the alleged unjust dismissal of an employee by MacDonald Bros. Aircraft Ltd., Winnipeg, Man. The unanimous report of the Arbitration Committee was that the Company had just cause for dismissing the employee in question. No action was taken by the Department to implement certain supplementary recommendations of the Committee with regard to Unemployment Insurance, for the reason that only a Court of Referees would be competent to deal with the questions involved.

Clothing Products Workers, Toronto, Ont.—The report of the Industrial Disputes Inquiry Commissioner, Judge Ian M. Macdonell, of Toronto, who was appointed to investigate

charges that an employee had been dismissed by Ontario Boys' Wear, Ltd., of Toronto (LABOUR GAZETTE, March 1945, page 343) was that on the evidence the Company had fully established that it had dismissed the employee in question for adequate cause and that there had been no discrimination on account of union activity.

Metal Miners, Bousquet, P.Q.—In the latter part of March the Department received a request from the International Union of Mine, Mill and Smelter Workers of America for the appointment of an Industrial Disputes Inquiry Commissioner to investigate charges that certain employees of Mic-Mac Mines, Ltd., of Bousquet, P.Q., had been dismissed or discriminated against because of union membership or activity. Following a preliminary investigation by Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., the Minister of Labour on April 28th appointed Judge Honore Achim, of Hull, P.Q., to conduct a formal investigation. When the inquiry was called during May, the cases were dismissed by default when the interested persons failed to appear before the Commissioner.

Rubber Factory Workers, New Toronto, Ont.—On April 9, 1945, about 53 female employees of the Goodyear Tire and Rubber Company of Canada, Ltd., New Toronto, Ont., commenced a sit-down strike when an order was issued denying workers in the tube room the use of a cafeteria canteen during the afternoon shift. The Company had previously followed the practice of extending canteen privileges to all its production workers during the morning shift. Three floors of the plant were served by stationary canteens or moveable wagons which remained closed throughout the second shift. The workers on the fourth floor used a canteen connected with the cafeteria which was opened during the afternoon for the benefit of the office staff. Over a period of time, production workers on the fourth floor came to use the canteen in the afternoon as well as the morning, and claimed this privilege as a right since they had to pass the cafeteria in order to reach their rest rooms. It was claimed that workers on the other three floors had also begun to use the cafeteria canteen during the afternoon shift. When the sit-down strike occurred over the Company's attempts to "regularize" the situation by limiting the use of the canteen to office workers during the afternoon, the local union executive of the United Rubber Workers of America advised the employees to resume work and permit the union to take the matter up with the Company through grievance procedure. Joint meetings were held between the management and the union but when, on April

16, these failed to secure the privileges desired by the employees, some 2,117 ceased work in protest. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was immediately assigned to the case. After numerous meetings with the parties, he was able to secure a resumption of work on April 25th, following a vote of the employees in mass meeting, and to have the dispute submitted to arbitration. Agreement was reached upon the appointment of Dr. Cecil A. Wright, of Osgoode Hall, Toronto, as arbitrator. Dr. Wright's decision, in brief, was that the Company should either close all canteens during the afternoon shift, or should extend such privileges to all employees, production and office workers alike.

Metal Products Workers, Toronto, Ont.—During March the Federal Minister of Labour received a request from the Minister of Labour of Ontario for the appointment of an Industrial Disputes Inquiry Commissioner under the provisions of Order in Council P.C. 4020 to investigate charges that the D. R. Clarke Engine Co., Ltd., of Toronto, had dismissed or discriminated against seven of its employees for the reason that they were members of or working on behalf of the United Steelworkers of America. A preliminary investigation had been conducted on behalf of the Ontario Department of Labour by Mr. H. Perkins, Industrial Relations Officer, Toronto. Judge J. E. Lovering, of Toronto, was appointed to investigate the case. His report, which was received during May, indicated that there was no foundation for the charges of the union and that they should be dismissed.

Coal Miners, Nova Scotia and New Brunswick—In the March and April issues of the LABOUR GAZETTE reference was made to the strike vote passed by the membership of District No. 26, United Mine Workers of America, and other developments in connection with the miners' demands for increases in wages. In the LABOUR GAZETTE for April it was announced that the personnel of the Royal Commission on Coal which is presently investiga-

ting the coal mining industry in Canada would give the Union an opportunity to make representations to it in respect of certain matters at issue. Later, members of the Royal Commission on Coal having made engagements in the United States Coal fields, this arrangement was changed by the appointment of an Industrial Disputes Inquiry Commission under the provisions of Order in Council P.C. 4020. The Honourable Mr. Justice W. F. Carroll, of Halifax, N.S., Chairman of the Royal Commission, was retained as Chairman and Mr. T. E. Vaughan, of Halifax, N.S., and Mr. Freeman Jenkins, of Glace Bay, N.S., were appointed as members to represent the operators and mine workers respectively.

The report of the Commission, which was made public on May 31, 1945, recommended the extension of vacations with pay from one to two weeks (with a new plan for computing holiday pay which included a provision that any employee taking part in and directly responsible for an illegal or unauthorized strike or stoppage of work would have deducted from his holiday pay in the following year one-twelfth of his possible maximum holiday payment for each day's participation). It further recommended that contract producers mining or handling coal on a production basis be granted a 10 per cent increase in their present rates and that the dotal workers and all contract workers not covered by the 10 per cent increase be granted an increase of 2½ per cent on their present rates for 8 hours' work.

The Commission recognized that none of the 17 companies involved had the ability to pay the cost of the concessions recommended, and that they would require either an increase in the price of coal to consumers or the payment of a money grant by the Federal Government. Nevertheless, it found that there was a real present necessity for the increases, having in mind the national interest, the absolute necessity for a continuous and sustained supply of coal and the circumstances under which it became necessary to appoint the Commission.

Collective Agreements and Wage Schedules

Recent Collective Agreements

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

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

Manufacturing: Rubber Products

KITCHENER, ONT.—DOMINION RUBBER COMPANY LTD. (MERCHANTS RUBBER FACTORY) AND THE UNITED RUBBER WORKERS OF AMERICA, LOCAL 67.

Agreement to be in effect from September 13, 1944, to September 12, 1945, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agency for all hourly paid employees and agrees to deal with the accredited representatives of the union on all matters pertaining to hours of work, rates of pay and working conditions. Both the company and the union agree that there will be no discrimination, coercion or intimidation. The company agrees to deduct the union dues of any members who so authorize.

Hours of work: 9 per day Monday through Friday, 5 on Saturday, a 50-hour week. Exceptions to above include vulcanizer men, 10 hours per day Monday through Friday, 5 on Saturday, a 55-hour week; cement men, 10½ hours per day Monday through Friday, 7½ hours Saturday, a 60-hour week. If continuous production becomes necessary then shifts of 8 hours per day will be worked, six days per week. Overtime at time and one-half will be paid for all work in excess of normal hours and for work on Sundays and six specified statutory holidays and two other days if the latter are observed as holidays in Kitchener.

Vacation of one week with pay will be granted employees with one to ten years' seniority and two weeks to employees with 10 years' or more seniority.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Fur and Leather Products

ACTON, ONT.—BEARDMORE AND COMPANY LTD. AND THE NATIONAL UNION OF SHOE AND LEATHER WORKERS, LOCAL 26.

Agreement to be in effect from February 21, 1945, to June 15, 1946, and thereafter from year to year subject to 50 days' notice. The company recognizes the union as the sole collective bargaining agency for all employees. Check-off for union dues to the extent so authorized will be deducted from union members' pay by the company and turned over to the union.

Vacation of one week with pay to all workers employed steadily by the company for one year.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

TORONTO, ONT.—JOSEPH SIMPSON SONS LTD. AND THE UNITED TEXTILE WORKERS OF CANADA, LOCAL 12.

Agreement to be in effect from November 14, 1944, to November 13, 1945, and thereafter from year to year subject to 30 days' notice. The company agrees to accept the union as sole collective bargaining agency for all employees. Any employee who is now in good standing in the union, or should become or be reinstated as a member, will maintain such membership during the life of the agreement. All new employees must join the union. The company recommends that all employees join the union. There shall be no discrimination either by the company or union members against employees because of union activity or non-membership in the union. Union activities are not to be pursued on company property during working hours.

Hours of work: for males a 48-hour week; for females a 44-hour week. Overtime at time and one-half for work in excess of the above hours. Sundays and eight specified holidays shall be considered as legal holidays during the term of the agreement, except that for the duration of the war holidays will be those recognized in Toronto. When Christmas and New Year's Day fall on a week day the mill shall cease its operations at 12 o'clock noon on the previous day. Rest periods of 10 minutes morning and afternoon will be granted. A vacation of one week with pay shall be granted to all eligible employees according to company and government regulations (Ontario Regional War Labour Board order of March 1, 1943). If a night shift should be started, employees working this shift shall be paid a rate of wages 10 per cent higher than the day shift rate.

Provision is made for seniority rights and the settling of grievances.

Manufacturing: Metal Products

GUELPH, ONT.—THE GUELPH STOVE COMPANY LTD. AND THE INTERNATIONAL MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL 212.

Agreement to be in effect from February 1, 1945, to January 31, 1946, and thereafter from year to year subject to notice. The company recognizes the union as the sole bargaining agency for all eligible employees. There shall be no union activity on company premises except that necessary in connection with the handling of grievances.

Hours: for moulders, 8 per day, 40 per week; for coremakers, 9 per day, 45 per week; for polishers and labourers, 9 per day, 50 per week. Any day labourer required to work at night shall be paid a premium of 10 cents per hour over the day rate.

Wage rates: moulders 93½ cents per hour, coremakers 85 cents, cupola melters 63 to 75 cents, brass melters 63 to 70 cents, polishers 65 cents, labourers 60 cents. Apprentices: moulders 60 cents first year, 65 cents second year, and piece rates third and fourth years; coremakers 55 cents first year to 85 cents in fourth year. Boys under 18 years of age employed as labourers in coreroom 45 cents per hour. Vacation: one week with pay to all employees with over twelve months' continuous service with the company, those with six months' continuous service and up to twelve months are entitled to a *pro rata* vacation. One apprentice for every eight journeymen and one for the shop. Apprenticeship will be four years.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Shipbuilding

SAINT JOHN, N.B.—ST. JOHN DRY DOCK AND SHIPBUILDING COMPANY LTD. AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL B 502.

Agreement to be in effect from March 1, 1945, to March 1, 1946, and thereafter from year to year subject to 30 days' notice.

Hours: 8 per day Monday through Friday, 4 on Saturday. If shifts are worked 8 hours shall constitute a shift, including 30 minutes allowed for lunch. Time and one-eighth shall be paid to men working on the second and third shifts. Overtime: time and one-half for any work performed outside regular working hours up to midnight, double time thereafter. When it becomes necessary to employ a regular night shift, other than on a 3 shift arrangement, they shall be paid at the rate of time and one-eighth for eight hours, and at time and one-half for the next six hours Monday through Friday, straight time on Saturdays for the first four hours, time and one-half for the next four hours, and double time thereafter. Double time shall also be paid for work on Sundays, legal holidays and after twelve noon on the eves of Christmas and New Year's.

Wage rates shall conform with the rates and conditions set out in the National War Labour Board's award of May 2, 1944, and any amendments or substitute awards which may be subsequently made. For work in engine-room tanks, bilges, crank cases and other dirty or oily places of work, when it is not possible to properly clean such places before the work starts, a "dirty

work" bonus of from 5 to 40 cents per hour, as conditions may warrant, shall be agreed upon with the plant superintendent before the work commences. Vacation: one week with pay to all employees with one year's service or more.

Provision is made for seniority rights, an apprenticeship plan and grievance procedure.

Transportation: Water

HALIFAX, N.S.—THE NATIONAL HARBOURS BOARD AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Agreement to be in effect from March 1, 1945, to February 28, 1946, and thereafter subject to two months' notice.

Hours of work: 8 hours per day Monday through Friday, 4 on Saturday, a 44-hour week. Overtime at time and one-half for work in excess of the regular hours. Double time for work on Sundays and six specified statutory holidays.

Wage rates effective July 1, 1944: General operation and maintenance:—floating crane operator, electrician, pipefitter and welder, 95 cents per hour; blacksmith and carpenter, 91 cents; painters, 71 to 86 cents; riggers and timbermen, 76 cents; firemen, motor boat operator, rodmán, truck drivers and utility men, 66 cents; labourers, 60 cents; grain elevator:—millwright and electrician, 95 cents; weighmen, car dumper and marine leg operator, 76 cents; helpers, 71 and 72 cents; shovellers, 71 cents; feed tenders, towermen, signal men, window men, dock spout men, winchmen, hooks and cable men, preparing car and grain doors, tunnels and pit men, brakemen, annex men and oilers, 66 cents; cold storage terminal:—maintainer general, 85 cents; checker and issuer, temperature man, 71 cents; cold storage workers, 66 cents; labourers, 60 cents. A vacation with pay of one-half day for each 25 days' cumulative service during the preceding year to a maximum of 6 days shall be granted to employees, who at the beginning of the calendar year, have completed 300 days cumulative service during the preceding two years.

Provision is made for seniority rights and grievance procedure.

SAINT JOHN, N.B.—THE NATIONAL HARBOURS BOARD AND THE NATIONAL HARBOURS BOARD EMPLOYEES' FEDERAL UNION, LOCAL 24.

Agreement to be in effect from April 1, 1945, to March 31, 1946, and thereafter subject to two months' notice.

Hours of work, overtime and vacation are the same as in the agreement for Halifax as summarized above.

Wage rates effective July 1, 1944: maintenance and operation:—carpenters and electricians 81 cents per hour, steamfitter 80 cents, painters 76 cents, riggers 70 cents, stationary firemen, motor boat operators, sounding crew, and timbermen 65 cents, waterman and utility man 60 cents, sweepers and labourers 55 cents; floating crane:—operators 90 cents, signal men 70 cents, deckhands and firemen 65 cents; locomotive crane:—operator \$1.28, firemen 70 cents, and coal tenders 65 cents.

Provision is made for seniority rights and grievance procedure.

Trade

SASKATOON, SASK.—SASKATCHEWAN CO-OPERATIVE CREAMERY ASSOCIATION LTD. AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 139 (MILK SALESMEN AND BARNMEN).

Agreement to be in effect from September 1, 1944, to August 31, 1945, and thereafter from year to year subject to 30 days' notice. The employer recognizes the union as the exclusive collective bargaining agency for all employees. Only members of the union to be employed or those willing to become members within thirty days after being hired.

Hours of work: 6 days to constitute a week's work for all milk salesmen. Overtime at time and one-half, based on 26 working days per month, to be paid for work on a driver's off day, to be worked in cases of emergency only. Four statutory holidays and six days sick leave with pay shall be allowed milk salesmen during the year. Any sick leave not taken shall be paid for at the rate of 50 per cent of the regular rate at the end of the year. Vacation: one week with pay to all salesmen employed on or before the first of June in any year and two weeks with pay during succeeding years.

Wage scale: milk salesmen, first full year \$120.64 per month, second full year's service and thereafter \$125.64 per month, relief milk salesmen \$141.64 per month, salesmen employed temporarily for holiday relief purposes \$109.94 per month, barnmen \$132.64 per month, assistant

barnmen \$107.64 to \$112.96 per month, plus certain commissions for salesmen and \$6.66 per month to cover bottle loss, breakage, etc., as salesmen are held responsible for everything taken out at retail prices and bottles at 5 cents each.

Provision is made for seniority rights and grievance procedure.

SASKATOON, SASK.—SASKATCHEWAN CO-OPERATIVE CREAMERY ASSOCIATION LTD. AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 139 (PLANT EMPLOYEES).

This agreement is similar to the above agreement for the milk salesmen and barnmen with the following exceptions.

Hours of work: for employees in milk plant—9 hours per day April to September inclusive, 8 hours per day during other six months; cold storage and butter plant—9 hours per day; engineers—10 hours per day; six day week for all. Overtime at regular rates for first hour in excess of regular hours and time and one-half thereafter, based on a 26 day month.

Wage rates: head buttermaker, head ice cream maker, engineers, shipper, Waltham truck driver, mechanic, country cream pick-up drivers, warehousemen, and temporary employees as per range approved by the Regional War Labour Board. All other permanent employees \$119.64 per month during first full year, \$124.64 per month during second full year, and \$129.64 per month thereafter.

Collective Agreement Act, Quebec

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement, the amendment of eight others and the correction of two Orders in Council which were previously

published. Requests for the amendment of the agreements for retail fur industry at Montreal, men's and boys' hat and cap industry for the province, and for barbers at Sherbrooke were published April 21. A request for a new agreement for municipal employees at Kenogami was published April 21. Requests for the amendment of the agreements for the work glove and fine glove industries for the province, for building trades at Three Rivers and for the wholesale food trade industry at Quebec were gazetted April 28. Requests for the amendment of the printing trades agreement at Montreal and the agreement for barbers and hairdressers at Three Rivers were gazetted May 5. Requests for the amendment of the printing trades agreement at Quebec, and barbers and hairdressers at Hull were published in the *Quebec Official Gazette* May 12.

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

Manufacturing: Vegetable Foods

BAKERS AND SALESMEN, THREE RIVERS.

An Order in Council, dated May 4, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., March, 1938,

p. 334; March, 1940, p. 281; November, 1942, p. 1348).

Weekly wage rates: journeymen bakers from \$22.70 to \$29.70, apprentices from \$11.70 during first year to \$17.70 during third year, salesmen \$17 and 20 per cent on retail sales and 8 per cent on wholesale sales.

Manufacturing: Fur and Leather Products

FUR INDUSTRY, QUEBEC.

An Order in Council, dated April 12, and gazetted April 21, amends the previous Orders in Council for this industry (L.G., Nov., 1940, p. 1201; Sept., 1938, p. 1042; Oct., 1939, p. 1065; Dec., 1941, p. 1572; May, 1942, p. 630; Sept., 1943, p. 1253; May, 1944, p. 637).

Hours: 8-hour day, 4 on Saturdays, a 44-hour week, clerks of the shop and the hide pressing department 48-hour week, patternmakers 44-hour week from February 1 to July 31, 48-hour week the rest of the year. Overtime for patternmakers payable only during 48-hour week period.

Vacation: one week with pay after one year's continuous service.

Three apprentices for the first two journeymen, and one more apprentice for each additional two journeymen.

Manufacturing: Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 27, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., April, 1942, p. 483 Sept., p. 1097; Jan., 1943, p. 88, April, p. 490, Nov., p. 1529; Feb., 1944, p. 198, Sept., p. 1141).

Minimum hourly wage rates for male employees after 6 months' employment: corrugated machine operator, third class stationary engineman 57 cents; assistant corrugated machine operator, printing machine operator 52 cents; slitting operator, box slotting machine operator; box and sheet slitting machine operator, die press machine operator, head roll handler, silicate or starch operator, shipper, mechanic (assistant machinist), cutter, band saw operator 47 cents; corrugated machine helper, assistant printing machine operator, flap cutting machine operator, bar scorer machine operator, taping machine operator, partition slotting machine operator, roll handler, baling operator, head tier, assistant shipper, truck driver 42 cents; corrugated machine tailer, tailer and feeder on printing machine, box slotting machine, box and sheet slitting machine, partition slotting machine, tailer and feeder, taping machine tailer, baling helper, tier, janitor, truck washer 37 cents; corner cutter, knife, punch, slotter up and down machine operator, folder, general employee, silicate or starch machine helper, helper in shipping department, watchman 34 cents; machinist, millwright 67 cents; stationary enginemen from 51½ cents to 68 cents; firemen 40½ cents. (For the first six months of employment, the rates are in most cases from one to 10 cents lower than the above rates.) The minimum average wage for male employees is 42 cents per hour.

Minimum hourly wage rates for female employees: bar scorer machine operator, taping machine operator, tailer, stitching machine operator, partition slotting machine tailer and

feeder, cutter, folder, tailer and feeder of corner cutter, knife, punch, slotter up and down machine 29 cents; partition slotting machine operator, corner cutter, knife, punch, slotter up and down machine operator 36 cents, general employee 23 cents. The minimum average wage for female employees is 29 cents per hour. Vacation: one week with pay after one year's service.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated April 27, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., May, 1944, p. 637, Feb., 1945, p. 182, Mar., p. 349 and previous issues). This amendment does not affect the summary already given.

Manufacturing: Metal Products

ALUMINUM COMPANY OF CANADA, ARVIDA.

A correction of the Order in Council which repealed the agreement (L.G., May, 1945, p. 720) was published in the *Quebec Official Gazette* May 5. This correction does not affect the summary given.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL.

An Order in Council, dated April 27, and gazetted May 5, extends the term of the agreement (L.G., Nov., 1941, p. 1424; June, 1942, p. 738, Nov., p. 1348; Jan., 1944, p. 70, Mar., p. 359, April, p. 496) to May 30, 1945.

Construction: Buildings and Structures

BUILDING TRADES, JOLIETTE.

An Order in Council, dated April 27, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., May, 1940, p. 498; March, 1941, p. 334; June, 1942, p. 738, September, p. 1097; February, 1943, p. 220; July, 1944, p. 867).

Hours: 48 per week, 8-hour day, except from May to September a 9-hour day, 3 on Saturday. Hours for common labourers 9-hour day, 54-hour week, with a 10-hour day and 4 on Saturday during summer months. Double time for work on Sundays and eight specified holidays. For out-of-town work, travelling expenses and board shall be paid by employer.

Transportation: Water

LONGSHOREMEN (OCEAN) QUEBEC.

An Order in Council, dated April 27, and gazetted May 5, amends the previous Order in Council for this industry (L.G., October, 1942, p. 1211) by allowing for double time on certain specified holidays, except that on such holidays, the rate for working meal hours is the same as that for working meal hours on Sunday.

Trade

RETAIL STORES, ETC., MAGOG.

An Order in Council, dated May 4, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Nov., 1940, p. 1203; Mar., 1941, p. 335; Aug., 1942, p. 978; Aug., 1943, p. 1131; Feb., 1944, p. 199, June, p. 754).

The amendment does not affect the summary already given.

Service: Public Administration

FIREFIGHTERS, SHERBROOKE.

An Order in Council, dated April 27, and gazetted May 5, makes obligatory the terms of an agreement, between the City of Sherbrooke and L'Association indépendante des pompiers de Sherbrooke. Agreement to be in effect from May 5, 1945 to January 1, 1946 and thereafter from year to year until 60 days' notice.

Hours: firefighters day shift, 7 a.m. to 6 p.m., night shift, 6 p.m. to 7 a.m., captains shall be on duty 24 hours a day. One day of rest per week for all. Overtime for firefighters shall be paid at the rate of 60 cents per hour. Weekly wage rates: captains from \$36 in first year to \$40 in fifth year; lieutenants from \$34 in first year to \$36 in fifth year; sergeants from \$33 in first year to \$35 in fifth year; chief mechanic

\$33; fireman-electrician \$32; prevention inspector \$32.50; director's secretary \$30; firefighters from \$26 in first year to \$31 in fifth year.

Vacation: one week with pay every year. Uniforms are provided. Sick leave of 7 days per year cumulative from year to year is granted. In case of accident at work, the days of absence so required shall not affect this sick leave.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, MONTREAL.

A correction of the Order in Council (L.G., May, 1945, p. 721) was published in the *Quebec Official Gazette* April 21. This correction changes wage rates to \$19 plus 50 per cent of receipts in excess of \$27 per week in place of \$27.50 per week.

British Wages Councils Act, 1945

THE Wages Councils Bill introduced in the British House of Commons by the Honourable Ernest Bevin received Royal Assent on March 28. A summary of the bill was given in the LABOUR GAZETTE for February (p. 129).

A few amendments were made in the Bill by Parliament. The most important change relates to Part III which continues in effect, with slight modifications, during the period of transition from war to peace, the wartime provisions of Part III of the Conditions of Employment and National Arbitration Order, 1940. The original Bill stipulated that these provisions should remain in effect for a period of five years after the Defence Regulations, under which authority they had been made, had ceased to have effect. The Bill as amended stipulates that these provisions are to remain in force for the transitional period but not beyond December 31, 1950, unless Parliament otherwise determines.

The effect of Part III of the Wages Councils Act is to provide, in Mr. Bevin's words, "a complete national fair wages clause in order to maintain stability." Made binding, on all employers and workers in an industry, are terms and conditions of employment not less

favourable than those established in the trade or industry in the district by virtue of agreements between employers' organizations and trade unions representative of substantial proportions of employers and workers engaged in the trade or industry in that district. Until the end of 1950, employers in an industry in which there is no form of statutory wage regulation must observe the terms of any collective agreement voluntarily entered into before the end of 1950 by a substantial proportion of the industry.

Wages Councils are to replace the Trade Boards established for purposes of minimum wage regulation under the Trade Boards Act, 1909 and 1918. In an industry where adequate machinery does not exist for the regulation of wages or where remuneration of the workers is unsatisfactory, a Wages Council may be set up, after inquiry, on application of the parties or on the initiative of the Minister. A Council may recommend the minimum "remuneration" to be paid including a guaranteed weekly wage and holidays with pay beyond one week. The Trade Boards could fix only minimum hourly rates and piece rates and could require an annual holiday of only six working days.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the upgrading of persons already employed;
- (3) Training plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Navy, Army and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Veterans Affairs;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Programme free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to April 30, 1945, the gross enrolment under Canadian Vocational Training has been as follows:

Training for Industry.....	262,784
Army Tradesmen	48,305
Navy Tradesmen	9,019
R.C.A.F. Tradesmen	65,208
Rehabilitation (Discharged persons from the Forces).....	10,136
Students	7,649
Total	403,101

While trades training for the Armed Forces is at a minimum currently and in fact has stopped for the Airforce, the rehabilitation training of persons discharged from the forces continues to grow, which shows the desire of returned personnel to become better qualified

to take their place in the business world of the post-war period. Training facilities will be provided as required to meet this growing need.

Likewise, in industry, management and supervisory staffs are concerned with their efficiency in the post-war period, with the result that our supervisory training program continues to grow in favour. It is not so much the giving of short intensified courses provided by the department, but the introduction of organized training programs to meet specific needs, and the continuing use of the principles taught in the intensified course that produces the result.

Agreements on Vocational Training Extended

Under Order in Council P.C. 7193, dated August 14, 1942, the Minister of Labour was authorized to enter into agreements with the several provinces to provide financial assistance for vocational training projects covering a three-year period ending March 31, 1945. The provinces having expressed a desire for a renewal of the agreements for a further period, the Federal Government by Order in Council P.C. 3165, dated May 1, 1945, authorized an extension for the fiscal year ending March 31, 1946. The Department of Labour has appropriated the sum of \$500,000 for Youth Training to be allotted among the provinces as follows: Prince Edward Island, \$12,000; Nova Scotia \$25,000; New Brunswick, \$35,000; Quebec, \$135,000; Ontario, \$75,000; Manitoba, \$15,000; Saskatchewan, \$35,000; Alberta, \$65,000; British Columbia, \$60,000; Unallotted, \$43,000.

Equipment for Vocational Training

A minute of Privy Council, P.C. 3211, dated May 3, 1945, authorized the Minister of Labour "to purchase from the War Assets Corporation, or any other person, such machinery, machine tools and equipment as may be required for the vocational training of discharged members of the armed forces... at such prices and on such terms as may be agreed to by the parties." Permission was also granted to acquire, by purchase or otherwise, from the War Assets Corporation, or any Department of the Government of Canada, buildings necessary for vocational training at such prices and on such terms as may be mutually agreed upon. Further, the Minister of Labour was empowered to make

arrangements with one or more of the Ministers of National Defence, or of any other Department, for the "training of discharged members of the armed forces in the shops or training

centres operated by such department," and for the reimbursement to such departments for such training at rates and conditions to be agreed upon mutually.

TABLE No. 1—PRE-EMPLOYMENT TRAINING

(Subject to Revision)	NUMBERS IN TRAINING			PLACED IN EMPLOYMENT
	At First of April	Enrolled in April	At End of April	(?) In April
<i>Dominion Summary</i>				
Pre-Employment.....	147	22	109	44
Part-Time Classes (1).....	{ Men	151	55	92
	{ Women	197	17	166
	{ Women	.....	22	22
Total.....	495	116	389	150

TABLE No. 2—TRAINING FOR THE ARMED FORCES

(Subject to Revision)	NUMBERS IN TRAINING			COMPLETED TRAINING
	At First of April	Enrolled in April	At End of April	In April
<i>Dominion Summary</i>				
R.C.A.F. Classes.....	1	4	1	2
Army Classes.....	1,302	510	1,343	407
Navy Classes.....	259	87	287	37
Total.....	1,562	592	1,636	446

TABLE No. 3—TRAINING-IN-INDUSTRY

(Subject to Revision)	NUMBERS IN TRAINING			COMPLETED TRAINING	TRANSFERRED BEFORE COMPLETION
	At First of April	Enrolled in April	At End of April	In April	In April
<i>Dominion Summary</i>					
Plant Schools.....	133	359	181	257	.....
Part-Time.....	{ Men	156	95	145	67
	{ Women	344	.....	116	222
	{ Women	16	.....	4	12
Total.....	649	454	446	558	3

(1) Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to April 30, 1945 were not so reported until after April 1, 1945.

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES DURING MONTH OF APRIL, 1945 (Subject to Revision)

		NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	TRAINED BUT NOT REPORTED PLACED	LEFT BEFORE TRAINING COM- PLETED
		At First of April	Enrolled in April	At End of April	(1) In April	In April	In April
Dominion Summary							
In Schools	Men.....	2,429	768	2,743	152	46	256
	Women.....	568	109	593	35	4	45
In Industry	Men.....	592	220	724	35		53
	Women.....	18	7	18	2		5
Total.....		3,607	1,104	4,078	224	50	359
Prince Edward Island							
In Schools	Men.....	19	4	19	2		2
	Women.....	3	1	4			
In Industry	Men.....	9	2	11			
	Women.....						
Total.....		31	7	34	2		2
Nova Scotia							
In Schools	Men.....	52	9	55	1		5
	Women.....	5		4	1		
In Industry	Men.....	10	4	13	1		
	Women.....	1		1			
Total.....		68	13	73	3		5
New Brunswick							
In Schools	Men.....	80	14	78	7	1	8
	Women.....	13	4	16	1		
In Industry	Men.....	12	3	15			
	Women.....						
Total.....		105	21	109	8	1	8
Quebec							
In Schools	Men.....	301	45	305	21	1	19
	Women.....	77	14	74	7		10
In Industry	Men.....	62	31	81	8		4
	Women.....	3		2			1
Total.....		443	90	462	36	1	34
Ontario							
In Schools	Men.....	966	440	1,218	28	30	130
	Women.....	142	35	163	3		11
In Industry	Men.....	245	74	289	3		27
	Women.....	1	1	2			
Total.....		1,354	550	1,672	34	30	168
Manitoba							
In Schools	Men.....	223	81	267	17		20
	Women.....	78	20	82	8	1	7
In Industry	Men.....	34	21	51	3		1
	Women.....	2		1			1
Total.....		337	122	401	28	1	29
Saskatchewan							
In Schools	Men.....	178	29	164	31	2	10
	Women.....	46	7	45	5	1	2
In Industry	Men.....	45	23	52	7		9
	Women.....		1	1			
Total.....		269	60	262	43	3	21
Alberta							
In Schools	Men.....	304	95	332	26	6	35
	Women.....	95	20	103	6	2	4
In Industry	Men.....	71	28	89	8		2
	Women.....	4	2	6			
Total.....		474	145	530	40	8	41
British Columbia							
In Schools	Men.....	306	51	305	19	6	27
	Women.....	109	8	102	4		11
In Industry	Men.....	104	34	123	5		10
	Women.....	7	3	5	2		3
Total.....		526	96	535	30	6	51

(1) Includes graduates from previous months classes who were not reported placed until after April 1, 1945.

Activities of Unemployment Insurance Commission

Statistical Analysis of Claims and Benefit—Coverage of Employees in Lumbering and Logging—Unemployment Insurance Fund—Selected Decisions of Canadian Umpire

DURING April, 8,430 claims for Unemployment Insurance benefit were registered in Canada compared with 13,307 in March and 6,463 in April, 1944.*

Persons signing the live unemployment register during the last six working days of April numbered 19,197 (12,886 males and 6,311 females) as against 27,110 (19,727 males and 7,383 females) who signed during the last week in March and 12,053 persons (9,517 males and 2,536 females) who signed during the last six working days in April, 1944. All persons reporting unemployed days for any purpose under the Act are required to sign the live unemployment register at least once a week.

A total of 10,587 claims was adjudicated at Insurance offices during April, of which 8,408 were considered entitled to benefit and 2,179 not entitled to benefit. Chief reasons for non-entitlement to benefit included "voluntarily left employment without just cause" (863 cases), "insufficient contributions while in insurable employment" (767 cases) and "discharged for misconduct" (316 cases).

In all, 22,995 persons received one or more benefit payments during April, having been paid a total of \$591,265 for 304,102 compensated unemployed days.

During March (i.e. February 20 to March 31) 32,153 persons were paid \$1,523,429 for 783,399 compensated unemployed days while in April last year 13,264 persons received \$357,206 for 180,730 compensated days of unemployment.

The average duration of the unemployment compensated was, then, 13.2 days in April, 24.4 days in March and 13.6 days in April, 1944. The average amount paid per beneficiary was \$25.71 in April, \$47.38 in March and \$26.93 in April, 1944. The average amount paid per compensated day of unemployment was \$1.94 in April, \$1.94 in March and \$1.98 in April, 1944.

Standing of Fund

Total employer-employee contributions during April amounted to \$4,897,674.70 as compared with \$4,881,724.45 in the same month last year.

*Material in this section is supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

Benefit payments in April this year amounted to \$706,141.15 as compared with \$357,152.72 in the corresponding month last year. This figure is almost double that of last year.

After deducting benefit payments the net increase to the Fund during April was \$5,446,318.49.

Overpayment and Underpayment of Contributions

Regulations with respect to the overpayment or underpayment of unemployment insurance contributions included in Order in Council 6952, September 3, 1943, were modified by Order in Council 2103, April 13, 1945. The new Order provides that any such overpayment or underpayment, not exceeding \$5.00, made by an employer may be adjusted by "any Unemployment Insurance auditor and any person authorized in that behalf by special or general directions of the Commission." In the case of such overpayments refunds may be made in cash, and any such underpayments may be accepted on behalf of the Receiver General of Canada.

Every Unemployment Insurance Auditor and every person authorized by the Commission is required to render to an authorized Treasury Officer an accounting of such receipts or disbursements, as the case may be, "at such times and in such manner as the Treasury Officer may direct."

Under Order in Council P.C. 6952, these duties were restricted to "an Inspector of Insurance Revenue."

Table 1 Omitted

Registration of employers and insured employees which is tabulated each month in the LABOUR GAZETTE as "Table 1" under the section on the Activities of the Unemployment Insurance Commission, has been omitted in this issue. This tabular information is subjected to an annual adjustment in April, following the renewal of insurance books at the close of the fiscal year. The adjustment is based upon reports covering insurance book renewals. The reports from local offices are far from complete as this issue goes to press. It is expected that the revisions will be concluded in time for inclusion in the July issue of the LABOUR GAZETTE.

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

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,607	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	
June.....	4,629	1,772	3,226	
July.....	2,668	1,087	3,106	
August.....	1,855	1,370	3,241	
September.....	1,118	1,013	3,715	
October.....	1,058	1,475	6,222	
November.....	1,748	2,896	11,798	
December.....	3,337	6,562	13,770	
Total.....	26,924	36,660	90,897	57,139

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1945

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	61	50	11	63	60	16	23
Nova Scotia.....	391	287	104	422	441	88	28
New Brunswick.....	258	196	62	276	275	47	10
Quebec.....	3,029	2,449	580	3,293	3,218	1,194	1,560
Ontario.....	1,078	894	184	1,064	910	243	116
Manitoba.....	1,127	860	267	1,033	889	245	170
Saskatchewan.....	239	194	45	227	166	25	38
Alberta.....	1,188	759	429	1,456	1,549	101	170
British Columbia.....	1,059	829	230	1,095	900	220	301
Total, Canada, April, 1945.....	8,430	6,518	1,912	8,939	8,408	2,179	2,416
Total, Canada, March, 1945.....	13,307	11,039	2,268	13,934	12,457	2,731	4,064
Total, Canada, April, 1944.....	6,463	5,260	1,203	7,005	6,711	1,664	2,289

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

Reasons for Non-Entitlement	Month of April, 1944	Month of April, 1945	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment.....	514	767	767
Not capable of and not available for work.....	22	60	60
Loss of work due to a labour dispute.....		1	1
Refused offer of work and neglected opportunity to work.....	22	96	96
Discharged for misconduct.....	109	316	316
Voluntarily left employment without just cause.....	874	863	863
Other reasons (1).....	123	76	76
Total.....	1,664	2,179	2,179

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

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, APRIL, 1945*

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	131	34	1,499	2,795
Nova Scotia.....	1,175	544	11,236	21,946
New Brunswick.....	391	119	4,720	8,809
Quebec.....	11,568	2,550	158,122	304,963
Ontario.....	2,279	555	28,414	56,166
Manitoba.....	2,348	510	31,961	61,116
Saskatchewan.....	900	166	11,599	22,114
Alberta.....	1,966	408	22,541	46,424
British Columbia.....	2,237	591	34,010	66,932
Total, Canada, April, 1945.....	22,995	5,477	304,102	591,265
Total, Canada, March, 1945.....	32,153	16,832	783,399	1,523,439
Total, Canada, April, 1944.....	13,264	4,755	180,730	357,206

Average duration of unemployment compensation..... 13.2 days
 Average amount of benefit paid per person..... \$25.71
 Average amount paid per compensated day of unemployment..... \$ 1.94

* The totals given in table 5 in this issue cover the period from April 1 to April 20. In order to complete the totals for the fiscal year ending March 31, the totals for March cover the period from February 20 to March 31 and are thus not properly comparable with the totals for April (See explanatory note on page 731 of the May issue of the LABOUR GAZETTE.)

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

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	343	81	424
Clerical Workers.....	790	1,254	2,044
Sales Workers.....	441	864	1,305
Service Workers.....	1,045	530	1,575
Agricultural Workers and Fishermen.....	78	230	308
Food Workers.....	81	.....	81
Textile and Clothing Workers.....	242	321	563
Loggers.....	15	.....	15
Sawmill and Wood Operators.....	73	.....	73
Printing Workers.....	23	.....	23
Shoe and Leather Workers.....	34	.....	34
Stone, Clay and Glass Workers.....	5	.....	5
Electrical Workers.....	149	.....	149
Coal Miners.....	895	.....	895
Other Miners (except coal).....	52	.....	52
Construction Workers (except carpenters).....	387	.....	387
Carpenters.....	877	.....	877
Machine Shop Workers and Operators.....	268	.....	268
Sheet Metal Workers.....	41	11	52
Foundry, Smelter and other Metal Workers.....	310	264	574
Miscellaneous Skilled Workers.....	1,277	1,673	2,950
Automobile and Other Mechanics.....	229	.....	229
Miscellaneous Unskilled Workers—Heavy Labour.....	2,558	.....	2,558
Miscellaneous Unskilled Workers—Light Labour.....	2,673	1,083	3,756
Totals.....	12,886	6,311	19,197

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT APRIL 30, 1945

	19 and less		20 - 29		30 - 44		45 - 54		55 - 59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	743	1,018	2,070	2,942	3,011	1,687	1,987	488	1,273	111	3,802	65	12,886	6,311	19,197

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY-SIX MONTHS ENDED APRIL 30, 1945

Month	REVENUE										CONTRIBUTIONS (Gross less refunds)					EXPENDITURE			
	REVENUE										CONTRIBUTIONS (Gross less refunds)					EXPENDITURE			
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employees	Government	Interest on Investments and Profit on Sale Securities	Total Revenue	Benefit Payments	Balance in Fund									
Total from July to Dec. 31, 1941..	\$ 14,658,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88	\$ 4,717,300 97	\$ 105,890 48	\$ 28,410,056 33	Nil	\$ 28,410,056 33									
Total for the year ended Dec. 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05									
1943.....	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30									
Total for the year ended Dec. 31, 1944.....	32,902,037 68	12,347,583 70	17,777,713 41	1,298,632 17	64,325,976 96	12,865,195 39	5,632,644 52	82,823,816 87	3,265,707 67	250,070,242 50									
1945																			
January.....	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,086 80									
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,499 93	5,634,401 14	821,052 62	260,890,035 32									
March.....	3,402,135 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86									
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,250 00	6,152,459 64	706,141 15	273,480,775 35									
Total.....	11,154,181 81	3,864,387 13	5,607,653 26	187,561 45	20,813,783 65	4,162,756 75	2,027,469 43	27,004,009 83	3,593,473 98	273,480,775 35									
GRAND TOTAL.....	119,756,943 77	46,886,192 73	56,041,091 05	1,537,350 87	224,221,578 42	44,844,315 69	12,552,941 16	281,618,835 27	8,138,056 92	273,480,775 35									

The Column "Interest on Investments and Profit in Sale of Securities" represents—
 (a) Interest received on the dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
 (b) Profit on sales of securities taken into account at the end of each year only.
 The "Miscellaneous" column includes the following:
 Arrears of contributions from Government Departments in November 1944..... \$ 940,000 00
 Penalties..... 4,272 80
 Contributions in respect of Service in the armed forces..... 500,118 01
 Miscellaneous..... 2,900 06
 \$ 1,537,350 87

Extension of Unemployment Insurance Coverage to Employment in Lumbering and Logging

Employment in lumbering and logging has been made insurable employment under the Unemployment Insurance Act as a result of a recent Order in Council (P.C. 3590). Contributions under the Act will become payable in various areas on dates to be announced by the Unemployment Insurance Commission.

The Order was recommended by both the Unemployment Insurance Advisory Committee (which represents the Government, trade unions and employers' organizations) and the Unemployment Insurance Commission itself, following representations for inclusion, and an extended inquiry across Canada into the conditions of the industry, in relation to unemployment insurance, and the effects if the industry were brought under.

Order P.C. 3589 gives the Unemployment Insurance Commission authority, with the approval of the Governor in Council, to designate areas within which contributions from employees of the logging and lumbering industries may be made payable, and also gives the Commission authority to accommodate the provisions of the Act to the seasonal and other varying conditions met within the industry from district to district. The Commission will fix the dates at which unemployment insurance contributions will first be payable in the different areas decided upon.

Order in Council P.C. 3589, dated May 17, 1945, amended the Act by adding sub-sections 3 and 4 to section 86 to facilitate the application of the Act to the special conditions in the logging and lumbering industry. The new sub-sections are quoted later in this article.

Lumbering and Logging Originally Excepted

Coverage under the Unemployment Insurance Act, 1940, included all types of employment except those which were listed specifically in Part II of the First Schedule.

Section 86 of the Act as amended (7 George VI, Chap. 31, 1943) made provision for including excepted employment following investigation by the Unemployment Insurance Advisory Committee, as follows:

"(1) Whenever the Governor in Council, after consultation with the Commission, considers it expedient to do so, he may direct the Committee (Advisory Committee) to investigate and report upon:

- (a) the provision of unemployment insurance for the employments excepted from the operation of Part II of this Act, (which deals with insured persons), or for any of them, either by extending thereto the

provisions of that Part, with such modifications, if any, as may be found necessary, or by special or by supplementary schemes;

- (b) the adjustment of the rates of contribution and benefit of insured persons having regard to the wages or salaries of such persons.

"(2) On the recommendation of the Committee and the commission, the Governor in Council may extend the provisions of Part II of this Act to any of the employments specified as excepted employments in Part II of the First schedule to this Act with such modifications, if any, as may be found necessary, or by special or by supplementary schemes."

Text of Amendment

Section 86 of the Amended Act has now been further amended by Order in Council P.C. 3589, dated May 17, 1945, by the addition of the following subsections 3 and 4:

"(3) Where the provisions of Part II of this Act are extended to employment in lumbering and logging by the Governor in Council under this section,

- (a) no contribution shall be payable or paid in respect of employment in lumbering and logging in any area until a day to be prescribed by the Commission for that area for the purposes of this paragraph;
- (b) no contribution shall be payable or paid in respect of employment in lumbering and logging in any area after a day prescribed by the Commission for that area for the purposes of this paragraph; and for the purposes of this paragraph, 'area' includes the part of an area for which a day has been prescribed under paragraph (a) of this subsection;
- (c) notice of a day prescribed under this subsection shall be published in the *Canada Gazette*; and
- (d) the Commission may, notwithstanding section 42 of this Act make regulations that, either generally or with reference to any area: (i) vary the provisions of Part II of this Act in relation to employment in lumbering and logging, (ii) vary the provisions of, or revoke, a special or supplementary scheme for employment in lumbering and logging created by the Governor in Council under this section, or (iii) create a scheme to supplement, or to be substituted for, Part II of this Act in relation to employment in lumbering and logging.

(4) The Commission may, in respect of any area, from time to time as it is deemed advisable prescribe days for the purposes of paragraph (a) or (b) of subsection 3 of this section".

In addition to the amendment to Section 86 of the Act Order in Council P.C. 3590, dated May 17, 1945, has been passed under authority of subsection (2) of section 86, extending the provisions of Part II of the Act of employment in lumbering and logging.

The effect is that employment in lumbering and logging is now insured employment. How-

ever, by reason of the provisions of paragraph (a) of subsection (3) of section 86, contributions do not become payable in any area until a day to be prescribed by the Commission for that particular area. Further, the Commission may make such seasonal or other regulations as may be considered necessary for the particular conditions in the industry and such regulations may vary from area to area.

To sum up: (1) Persons employed in lumbering who are contributing under the provisions of the Act now, remain insured; (2) Contributions are not yet payable for all persons employed in the lumbering and logging industry; (3) Information as to the area and date prescribed for the commencement of contributions will be announced later, probably commencing in a portion or all of British Columbia.

Digest of Selected Decisions of Canadian Umpire Under Unemployment Insurance Act

THE Unemployment Insurance Commission submits the following digest of selected decisions of appeals heard by the Canadian Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April issue of the *LABOUR GAZETTE*, page 534, and continued in the May issue, page 733. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

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

Case No. CU-B31 (March 2, 1945)

A claimant was notified of allegedly suitable employment by a bulletin board notice, giving no indication of the nature of the work, the types of skills required or the number of men required for each particular type of work. HELD: That the claimant was not properly notified of a suitable employment and that the notification was so vague and unreasonable in respect of numbers that claimant did have good cause for failure to apply.

The material facts of the case are as follows:

The claimant, a married man aged 39 years, was employed as a miner by a coal company. In May of 1944 the company decided that it would be necessary to close down Nos. 1 and 4 mines to effect required repairs. On or about May 10, 1944, notice in the form quoted herein was posted in a number of places about the mining property:

"Notice to the employees: No. 1 Mine and No. 4 Mine will be shut down from 11:00 p.m. Friday, May 19, 1944, to Sunday, May 28, 1944. No. 2 Mine will operate as usual during this period, from May 19 to May 28. This action is taken because it is necessary to overhaul the Turbo Compressor, which has been operating for four years without any opportunity for overhaul. The Standby Compressors cannot provide adequate pressure except for No. 2 Mine where no cutting is done".

On or about May 15th the Company posted another notice reading as follows:—

"Men from No. 1 and No. 4 Mine who wish to work during the idle period, apply to the Manager of No. 2 Mine".

The claimant filed an application for benefit on May 23 but May 20 can be regarded as the effective date of the application for the purpose of disposing of the application and the appeal. The Insurance Officer disqualified the claimant under Section 43 (b) (i) which provides that "an insured person shall be disqualified for receiving benefit—

"if on a claim for benefit it is proved by an officer of the Commission that the claimant—

"after a situation in any employment which is suitable in his case has been notified to him by an employment office or other recognized agency, or by or on behalf of an employer as vacant or about to become vacant, has without good cause refused or failed to apply for such situation, or refused to accept such situation when offered to him."

The claimant appealed to the Court of Referees which, after an oral hearing rendered a decision which was not unanimous, disallowing the appeal on the same grounds as those given by the Insurance Officer and, alternatively, on the basis that the claimant had failed to satisfy the Third Statutory Condition; that is, that he did not show that he was unable to obtain suitable employment.

The claimant, assisted by his Union, appealed from the decision of the Court of Referees to the Umpire.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons that:

The claimant and presumably many of the nine hundred other miners laid off as a result of the temporary closure of No's 1 and 4 mines did in fact see the notice quoted and the question to be decided turns on the application of Section 43 (b) (i) of the Act to the circumstances existing in this case. Varying degrees of emphasis have been placed throughout the proceedings in this case on a variety of reasons why the claimant did not apply for employment pursuant to the notice posted by the Company but in the notice of appeal and in the oral representations the principal ground of appeal rests on the alleged failure on the part of the Company to conduct the proposed transfers from one mine to another in accordance with the terms of a collective agreement and established custom and practice.

Referring first to the so-called custom and practice, the spokesman for the claimant cited a number of instances where transfers from one mine to another had been arranged after negotiations. It has not been established that any such custom as had been suggested exists. On the contrary, the fact seems to be that, on occasion negotiations have been entered into to avert a threatened strike. Negotiations entered into after the application of such pressure can hardly support the argument that it had become an established custom and practice and on the record it cannot be established that any such custom existed.

Then turning to the argument based on the suggestion that the Company had failed to act in accordance with the provisions of a collective agreement between the Company and the Union, several clauses in the agreement were brought to my attention, including Clauses 6, 17 and 26. Clause 17 really has no bearing on the facts in this case but the provisions of Clauses 6 and 26 are of interest. They read as follows:—

"No. 6. Hiring, Discharging, and Time to be Paid For:

"(a) Management:

"The Management of the mine and the direction of the working force is vested exclusively in the operator and the U.M.W. of A. shall not abridge this right in accordance with the terms of this Agreement.

"No. 26. Section of Mines Shut Down Indefinitely:

"It is agreed wherein any section of a mine is shut down for an indefinite period, that the opportunity of a division of the work will be given to each and every man thrown out of employment. However, it is understood the question must be taken up with the management and an understanding reached as to the method that may be put into effect."

Clause 6 seems to be quite clear but it was argued that this clause must be read subject to Clause 26. Even if that were so (which is very doubtful), has Clause 26 any application in the circumstances here? That Clause relates to a very definite set of circumstances, namely, the shutdown of a section of a mine for an indefinite period. That is simply not the case here. This was not a shutdown for an indefinite period of a section of a mine. On the contrary, it was a shutdown of an entire mine and for a definite period although the shutdown did in fact exceed by a few days the period originally estimated. The arguments on behalf of the claimant with reference to the collective agreement therefore fail.

Among the representations made to me on behalf of the claimant (and the arguments had not been raised at any earlier point in the proceedings), was an argument based on Section 32 of the Unemployment Insurance Act. It was argued that under Section 32 the claimant was entitled to refuse the employment in question because by acceptance he would lose the right, within the words of Section 32 "to continue to be a member and to observe the lawful rules of...any association, organization or union of workers". It has not been proved that the claimant would have jeopardized his status as a member of the union by acceptance of employment and it was not shown that any such rule existed. As a matter of fact the evidence was quite clear that other members of the union who had entered the employment in question, did not jeopardize their union status in any way and, accordingly, Section 32 of the Act has no direct bearing on the question.

As a partial summary I do not find in favour of the claimant on the arguments based on custom, on the collective agreement, and on Section 32 of the Act but that does not dispose of the question whether the claimant was properly disqualified under Section 43 (b) (i) of the Act. It is necessary to look a little closer at the facts to determine whether the claimant without good cause failed to apply for a situation in employment suitable in his case and notified to him. Was the claimant in fact notified of a suitable vacancy and, if so, was his failure to apply without good cause?

There were approximately nine hundred men involved in the lay-off and the evidence seems to be perfectly clear that there was alternative employment available for only some two hundred men and the notification of these two hundred vacancies was simply to the effect that,

"Men from No's. 1 and 4 mines who wish to work during the idle period apply to the Manager of No. 2 Mine."

Can that notice be regarded as a notification of suitable vacancies? And even if it were, is it reasonable to notify some nine hundred men in such general terms of the possibility that perhaps one out of four or five of them would obtain some form of employment if he applied to the Manager of No. 2 mine? The notice gave no indication of the nature of the work, the types of skills required or the number of men required for each particular type of work. As a matter of fact it is clear that if two hundred men had reported it was the intention to use a considerable number of them on the clean-up work or some form of work other than mining. Then, too, it is shown that the nature of the mining operations in No. 2 Mine is somewhat different to that in No's. 1 and 4.

Under the circumstances I find that there was no notification to the claimant of a situation of employment suitable to him within the meaning of subparagraph (i) of paragraph (b) of Section 43 of the Act, or, alternatively, that the notification was so vague and unreasonable in respect of numbers that the claimant did have good cause for failure to apply.

The handling of this temporary lay-off by the Local Office left a good deal to be desired and much of the difficulty arising out of the lay-off could have been averted by prompt, vigorous action on the part of the Local Office.

The appeal of the claimant, therefore, is allowed and the disqualification imposed by the Insurance Officer is, accordingly, removed.

Case No. CU-C4 (December 15, 1942)

An employee received a salary of \$100.00 monthly, plus monthly commissions and his earnings for the past two years were under \$2,000.00 per year. HELD: That under the circumstances his earnings for the year, at his rate of remuneration, could not be estimated with any reasonable degree of certainty and he should consequently be included among the classes of persons employed in insurable employment.

DECISION

The applicant is a representative in the picture of _____ for X Schools Limited of the City of _____, Province of _____.

During the year 1941, X Schools Limited registered the applicant as an employee in accordance with the provisions of the Unemployment Insurance Act and Regulations. The applicant contended that he was not liable to pay contributions under the Act. Extended correspondence ensued culminating in an ap-

plication by the applicant dated July 23, 1942, for a formal decision of the Commission pursuant to the provisions of Section 46 of the Act.

At a meeting of the Commission held on October 2, 1942, it was decided that the question of the insurability of the applicant should be referred to the Umpire in accordance with Section 49 of the Act. Upon receiving the notification of reference to the Umpire, the applicant requested that his case be given an oral hearing.

This request was granted and the hearing took place in Ottawa on Wednesday, December 9, 1942, the applicant appearing personally.

While the notice of reference is made on the question whether the applicant was an insured person during the period from July 1, 1941, to July 23, 1942, it is not now contended that the applicant was an "insured person" from March 31, 1942 to July 23, 1942, and the applicant has been offered a refund of contributions made by him during this period.

The essential facts of the case are as follows: Mr. A. was engaged by X Schools Limited in 1920, as a salesman or representative for that organization in the city of _____. His territory was later extended to cover the province of _____. Mr. A's duties as shown on his application for a decision of the Commission "include the keeping of accounts with all students enrolled through this office, handling of correspondence with students, collection of students' accounts, organizing of supplementary lecture courses, preparation and supervision of newspaper advertising, in the Province". Mr. A. receives a salary of \$100 per month plus commissions (paid monthly) on tuition fees paid by students enrolled in the province. The applicant maintained that he was not an insured person under the Unemployment Insurance Act, 1940, as his earnings for the year 1941 would probably exceed \$2,000.

Section 13 of the Act provides: "Subject to the provisions of this Act, all persons who are employed in any of the employments specified in Part 1 of the First Schedule to this Act, not being employment specified as excepted employments in Part 11 of that Schedule shall be insured against unemployment in manner provided by this Act". The question in its simplest form is: "Is the employment of Mr. A. specified in Part 1 of the First Schedule and not specified in Part 11?" It is clear that the employment of the applicant is defined by Part 1 of the First Schedule to the Act. The applicant has not claimed that he is not employed under a contract of service but in effect claims that though he is employed under a contract of service he is employed in an excepted employment according to Item (n)

of Part II of the First Schedule which provides that an employee is employed in excepted employment where there is "employment at a rate of remuneration exceeding in value \$2,000* a year, or where employment involves part-time service only at a rate of remuneration which, in the opinion of the Commission, is equivalent to a rate of remuneration exceeding \$2,000 a year for full time service".

Section 2 (2)** of the Regulations dealing with Contributions made in pursuance of Section 14 of the Act, provides that "every employee employed in an employment described in Part I of the First Schedule to The Act, and by item (n) of Part II of that schedule but not by any other item in the said Part II shall be included among the classes of persons employed in insurable employment if under the circumstances of his employment—

- (a) at his rate of remuneration his actual earnings for a year may reasonably be expected to be \$2,000 or less, or
- (b) his actual earnings for a year at his rate of remuneration cannot be estimated with any reasonable degree of certainty, and if—
 - (i) having been employed in the same employment at the same rate of remuneration his actual earnings for the immediately preceding year did not exceed \$2,000, or
 - (ii) if he was not so employed, the earnings in the immediately preceding year of persons employed at the same rate of remuneration in the same employment by his employer or at the same rate of remuneration in similar employment by other employers did not ordinarily exceed \$2,000."

In the present case, the employer, X Schools Limited, estimated the earnings of the ap-

* Item (n) has been amended in 1943; among other amendments the sum of \$2,000.00 has been raised to \$2,400.00.

** Sec. 2 (2) of the Regulations dealing with contributions has been replaced in substance by Sec. 3 (2) of the Unemployment Insurance Contribution Regulations.

plicant for the year 1941, as under \$2,000. Under date of September 16, 1941, a letter from the employer to the Commission reads, in part, as follows: "We _____ would point out that in 1939 his (Mr. A's) earnings were \$1,953.23 and in 1940 \$1,621.44 and to the end of August 1941, \$1,085.65. We do not see how he can expect to reach the \$2,000 mark for 1941. We therefore, believe he should come under the Unemployment Insurance". This statement was repeated in the employer's letter to the Commission under date of September 4, 1942. A further letter to the Commission dated January 14, 1942, from the employer states: "We further find that for the period January to December 1941, he earned \$2,025.73, which we did not expect he would do, as in previous years his earnings were below the \$2,000 figure, 1939 being \$1,953.23 and 1940 being \$1,621.44". (These figures are also noted in various letters from the applicant to the Commission). When it is recalled that the applicant was in receipt of a salary of \$100 per month plus commission, it is understandable why the employer would not undertake to pre-determine the rate of the employee's earnings as in excess of \$2,000.

Under the circumstances it appears that the applicant's earnings for the year 1941 at his rate of remuneration could not be estimated with any reasonable degree of certainty and that as the applicant was employed in the same employment at the same rate of remuneration and his actual earnings for the preceding year (1940) did not exceed \$2,000, he should be included among the classes of persons employed in insurable employment.

It is therefore ruled that the employment of the applicant, Mr. A. by the X Schools Limited is employment specified under Part I of the First Schedule to the Act not being employment specified as excepted employment in Part II of the Schedule, and that consequently Mr. A. was an insured person from the first day of July 1941 to the 31st day of March 1942.

(Sgd.) LUCIEN CANNON,
Umpire

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of April, 1945, as reported by employers.—Industrial employment throughout Canada showed curtailment at the beginning of April, in conformity with the trend in 20 of the previous 24 years of the record, according to the Dominion Bureau of Statistics.

The index number declined from 178.2 at March 1, to 176.9 at the beginning of April, as compared with 180.5 at April 1, 1944.

The Bureau's reports come from firms employing fifteen or more employees representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports at April 1 came from 15,189 establishments whose employees numbered 1,803,015 at April 1, as compared with 1,816,022 at the beginning of March. This was a reduction of 13,007 persons, or 0.7 per cent. Of the latest aggregate, 1,340,181 were men and boys, and 462,834 were women and girls. The latter constituted 257 per thousand of both sexes, as compared with 261 per thousand at October 1, 1944 and also at April 1, 1944.

Average weekly per capita earnings fell from \$32.81 at the beginning of March to \$32 at April 1. The average at April 1, 1944, was \$32.37.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit declined during April, the number being 8,430 as compared with 13,307 in March and 6,463 in April, 1944.

Report on employment conditions, May, 1945.—Manpower requirements in Canadian industries, which reached a peak early in May, have declined sharply since V-E Day. The labour demand in industries exclusive of agriculture, as reported by Employment and Selective Service Offices at May 24, totalled 146,787, which was substantially the same as that reported five weeks earlier. The supply of available workers, as indicated by the

number of applicants registered at employment offices but not yet referred to specific jobs, amounted to 39,916 at May 25, which was a reduction of over 7,000 from the number reported five weeks earlier.

Applications for Employment; Vacancies and Placements, April, 1945.—Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the five-week period March 30 to May 3, 1945, showed a fairly substantial gain the daily average of placements in employment when compared with the previous four weeks March 2 to March 29, and a slight increase in comparison with the four weeks March 31 to April 27, 1944. With the exception of a decline in trade, all industrial groups showed gains in placements under the first comparison, the most pronounced being in public utilities, services, manufacturing and construction. All industrial divisions apart from manufacturing, public utilities and agriculture recorded increases over the four weeks ending April 27, last year, the largest being in forestry and logging. During the five weeks under review there were 291,722 vacancies reported, 228,035 applications for employment and 161,993 placements effected in regular and casual employment.

Unemployment in trade unions.—The percentage of unemployment among trade union members increased fractionally during the quarter ending March 31, though remaining less than one per cent. At the beginning of January the figure was 0.6 per cent while at March 31, 1945, it was 0.7 per cent.

The March, 1945, figure was based on returns from 2,337 local labour organizations, having a total membership of 421,779 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution made by the Research and Statistics Branch of the Department of Labour indicates that at October 1, 1944, 4,318,000 persons 14 years of age and over, were gainfully occupied, of whom 3,293,000 were in non-agricultural industry, including 994,000 in war industry. In addition there were 777,000 persons in the Armed Forces.

The Employment Situation at the Beginning of April, 1945, as Reported by Employers

IN conformity with the trend in 20 of the previous 24 years of the record, industrial employment throughout Canada showed curtailment at the beginning of April. The general decline approximated that reported at April 1 in 1944, but was nevertheless rather below-average in extent according to the experience of pre-war years. Most of the recession took place in manufacturing and logging, from which some 7,100 and 12,700 persons, respectively, were released by the co-operating firms. The contraction in manufacturing as a whole was contra-seasonal, although it repeats that indicated a year earlier; there was a moderate falling-off in the production of both durable and non-durable manufactured goods at the date under review, when the largest losses were in iron and steel and animal foods. On the other hand, heightened activity was noted in lumber and non-ferrous metal products and in communications, transportation, services and trade, the greatest expansion being that of a seasonal character in transportation and trade.

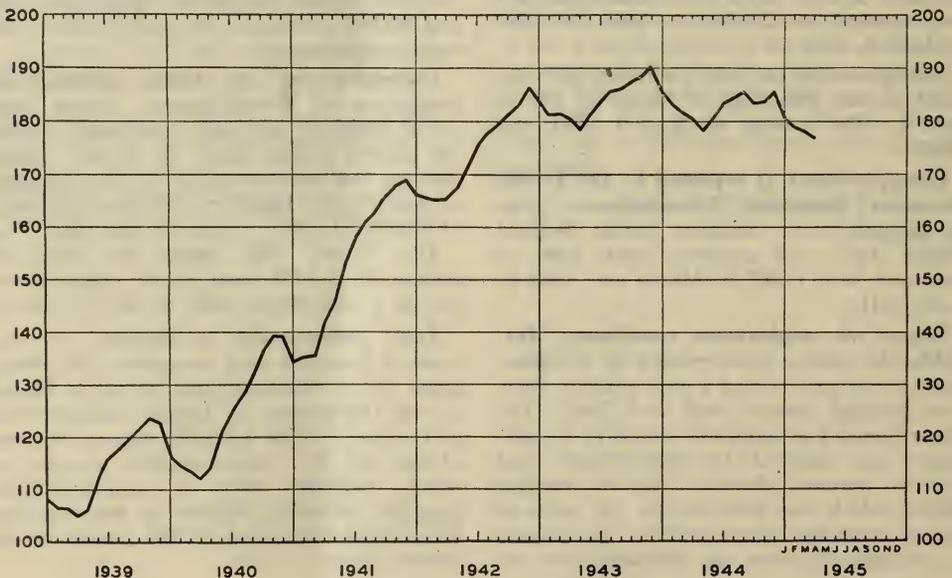
Data were tabulated by the Dominion Bureau of Statistics from 15,189 firms, whose employees numbered 1,803,015 at April 1;

compared with 1,816,022 at the beginning of March, this was a reduction of 13,007 persons, or 0.7 per cent. Of the latest aggregate, 1,340,181 were men and boys, and 462,834 were women and girls, the latter constituting 257 per thousand of both sexes. This proportion was somewhat lower than that of 261 per thousand indicated at October 1, 1944, and also at April 1 of last year.

The shrinkage in employment at the date under review lowered the crude index (based on the 1926 average as 100) from 178.2 in the preceding report, to 176.9 at April 1, as compared with 180.5 at the beginning of April in 1944. Since then, there has been a loss of two per cent in employment, accompanied by that of three per cent in the aggregate weekly payrolls; the observance of the Easter holidays in the period under review had an effect upon the latest figures. As already stated, the percentage decrease in employment between March 1 and April 1 was rather less-than-average according to the experience of past years, so that the seasonally-adjusted index showed an upward movement, advancing from 185.7 at the former date, to 187.4 at the date under review.

EMPLOYMENT' IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Payrolls

The weekly payrolls reported at April 1 by the firms furnishing statistics in the eight leading industries aggregated \$57,694,461, as compared with \$59,580,035 distributed on or about March 1. The decrease, which amounted to 3.2 per cent, resulted from loss of working time during the Easter holidays, as well as from reductions in the personnel. The weekly average earnings of the typical individual in recorded employment fell from \$32.81 in the last return, to \$32 at the date under review, as compared with \$32.37 at April 1, 1944, and \$31.14 at April 1, 1943. It may be added that in the last two years, Easter did not fall within the pay period for which the earnings were reported at April 1.

Including the figures for financial institutions, the most recent survey shows that the total number of persons reported in the nine leading industrial groups was 1,869,690, as com-

pared with 1,882,677 at the beginning of March. The weekly payrolls of these workers totalled \$59,933,101, as compared with \$61,770,400 in the preceding report. The per capita earnings in the nine main industries, including finance, were \$32.06, as compared with \$32.81 at the beginning of March, and \$32.37 at April 1, 1944. In the months since then, the number in recorded employment in the nine leading industries has declined by 1.9 per cent, while there has been a loss of 2.6 per cent in the indicated salaries and wages.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at March 1, 1945, and April 1, 1944. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the move-

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS. BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
April 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
April 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
April 1.....	115.8	144.1	32.00	126.7	158.7	32.55

ments of employment and payrolls in the period since 1941.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have

been converted from their original base, 1926 = 100, to June 1, 1941, as 100. Table I indicates that in the period for which data are available, the number of persons employed by firms in the eight leading industrial groups has shown an increase of 15.8 per cent, while the aggregate weekly earnings of these workers

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at April 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at April 1, 1945, and March 1, 1945, with Comparative Figures for April 1, 1944, where Available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at Apr. 1, 1945	Aggregate Weekly Payrolls at Apr. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Apr. 1, 1945	Mar. 1, 1945	Apr. 1, 1944	Apr. 1, 1945	Mar. 1, 1945	Apr. 1, 1944	Apr. 1, 1945	Mar. 1, 1945	Apr. 1, 1944
(a) PROVINCES											
Maritime Provinces	138,124	4,347,908	31.48	31.95	31.41	118.4	118.0	116.3	170.9	172.8	167.8
Prince Edward Island.....	2,494	65,862	26.41	25.19	26.13	113.0	131.8	131.2	141.4	157.4	160.3
Nova Scotia.....	80,306	2,634,976	32.81	33.93	33.16	114.5	114.2	113.6	167.1	172.2	168.2
New Brunswick.....	55,324	1,647,070	29.77	29.40	29.06	125.4	123.9	120.4	178.9	174.6	167.7
Quebec	551,536	16,886,067	30.62	31.35	30.84	117.7	119.8	123.5	150.8	157.1	159.0
Ontario	756,251	24,570,133	32.49	33.43	33.31	113.5	114.2	113.0	135.2	140.8	138.8
Prarie Provinces	195,069	6,249,902	32.04	32.83	31.59	110.1	110.1	111.1	134.3	137.6	134.0
Manitoba.....	90,474	2,863,189	31.65	32.38	31.29	110.1	110.3	111.6	131.3	134.7	131.7
Saskatchewan.....	38,006	1,166,021	30.68	31.58	30.60	103.8	102.7	102.3	126.2	128.8	125.3
Alberta.....	66,589	2,220,692	33.35	34.16	32.55	113.9	114.0	116.0	147.4	147.1	142.4
British Columbia	162,035	5,640,452	34.81	35.66	35.00	118.2	117.5	116.9	153.7	160.9	174.4
CANADA	1,803,015	57,694,461	32.00	32.81	32.37	115.8	116.7	116.1	144.1	148.8	148.6
(b) CITIES											
Montreal	274,563	8,712,365	31.73	32.68	32.20	25.5	125.2	134.7	156.3	160.5	170.0
Quebec City	33,757	922,074	27.32	28.89	29.26	140.8	140.1	165.2	186.1	195.9	232.9
Toronto	249,068	7,944,526	31.90	33.10	33.03	123.5	124.3	129.0	146.8	153.1	158.6
Ottawa	21,720	610,041	28.09	28.69	27.52	108.7	109.4	107.2	132.1	135.9	128.4
Hamilton	60,277	1,997,906	33.15	33.77	33.94	113.2	112.9	111.0	136.2	138.4	137.0
Windsor	38,200	1,601,615	41.93	43.68	44.46	120.6	121.9	128.5	133.8	140.0	150.2
Winnipeg	59,106	1,731,418	29.29	30.01	29.17	114.5	115.0	118.2	132.3	136.1	135.9
Vancouver	80,844	2,719,447	33.64	34.64	33.58	157.8	157.2	174.2	200.6	205.7	223.3
Halifax	27,011	891,314	33.00	32.20	.....	160.9	155.0	.....	226.7	212.9	.....
Saint John	15,396	466,746	30.32	30.10	.....	147.1	141.1	.....	209.7	199.7	.....
Sherbrooke	9,257	231,668	25.03	27.13	.....	107.3	106.9	.....	128.3	138.5	.....
Three Rivers	10,270	303,583	29.56	30.59	.....	128.5	122.7	.....	149.0	147.7	.....
Kitchener-Waterloo	16,599	489,538	29.49	30.11	.....	111.6	111.6	.....	144.1	147.8	.....
London	21,088	607,088	28.79	29.74	.....	118.5	118.0	.....	135.6	139.5	.....
Fort William-Port Arthur	14,568	497,785	34.17	35.72	.....	104.0	109.2	.....	132.7	145.6	.....
Regina	10,145	286,363	28.23	29.13	.....	112.5	108.8	.....	138.1	137.8	.....
Saskatoon	5,886	155,600	26.44	27.22	.....	119.8	118.3	.....	143.5	146.0	.....
Calgary	17,452	556,246	31.87	31.84	.....	114.6	114.8	.....	137.1	136.9	.....
Edmonton	16,104	460,264	28.58	29.43	.....	119.3	119.5	.....	140.5	144.9	.....
Victoria	14,226	482,606	33.92	34.42	.....	170.3	168.6	.....	230.3	231.4	.....
(c) INDUSTRIES											
Manufacturing	1,116,933	36,354,752	32.55	33.56	33.28	126.7	127.6	134.2	158.7	164.7	171.7
Durable Goods ¹	585,264	20,933,778	35.77	37.04	36.55	137.2	138.1	154.8	175.8	182.5	201.8
Non-Durable Goods.....	513,754	14,758,194	28.73	29.46	28.84	117.8	118.7	115.0	142.7	147.3	140.7
Electric Light and Power.....	17,915	662,780	37.00	37.77	37.50	93.7	94.2	90.0	107.6	110.4	104.6
Logging	80,380	2,265,298	28.18	27.62	27.69	169.0	195.8	151.9	239.6	271.9	214.8
Mining	70,339	2,704,009	38.44	40.01	37.55	84.4	85.0	89.8	102.9	108.0	107.1
Communications	30,048	946,938	31.51	31.26	30.23	115.3	114.4	108.5	134.3	132.1	122.2
Transportation	155,910	6,106,837	39.17	40.18	37.56	122.2	121.9	118.0	149.1	149.4	138.0
Construction and Maintenance	111,262	3,344,604	30.06	30.65	30.44	62.6	64.2	58.6	82.5	86.3	78.3
Services	49,603	979,024	19.74	20.16	19.44	117.7	116.4	116.4	145.0	146.5	139.4
Trade	188,540	4,992,999	26.48	26.85	26.39	110.1	106.5	101.7	123.8	121.7	114.5
Eight Leading Industries	1,803,015	57,694,461	32.00	32.81	32.37	115.8	116.7	116.1	144.1	148.8	148.6
Finance	66,675	2,238,640	33.58	32.86	31.95	110.9	110.9	108.0	129.2	126.4	121.6
Total—Nine Leading Industries	1,869,690	59,933,101	32.06	32.81	32.37	115.6	116.5	117.6	143.5	147.9	147.3

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

are higher by 44.1 per cent. Including finance, the gain in employment from June 1, 1941, to April 1, 1945, amounted to 15.6 per cent, and that in payrolls, to 43.5 per cent. The explanation previously given for the much greater rise in the reported salaries and wages than in employment during the period of observation may again be stated:—(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944; (3) the progressive upgrading of employees as they gain experience in their work and (4) the payment of higher wage-rates in a great many cases.

The effect of wartime demand for manufactured commodities is seen in the pronounced growth in employment and payrolls in factories, which in the period since the institution of the payroll statistics has greatly exceeded the gain in the non-manufacturing

industries. Despite more recent curtailment in manufacturing, the index of employment therein has risen by 42 per cent from June 1, 1941, and that of payrolls by 58.7 per cent, proportions which are decidedly higher than those given above for the eight and the nine leading industries as a whole. The factors already stated as influencing the general trends have had an even more noteworthy effect in the case of manufacturing.

With regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Apr. 1, 1929.....	110.4	107.5				101.1	117.4	113.9				106.0
Apr. 1, 1930.....	107.8	107.8				103.7	112.7	103.2				106.0
Apr. 1, 1931.....	99.7	102.3				98.5	102.4	97.7				92.4
Apr. 1, 1932.....	87.5	88.3				85.0	91.1	86.1				80.9
Apr. 1, 1933.....	76.0	78.3				73.1	78.3	78.3				68.8
Apr. 1, 1934.....	91.3	95.1				85.1	98.7	83.3				86.6
Apr. 1, 1935.....	93.4	95.8				85.9	100.7	86.9				91.8
Apr. 1, 1936.....	97.4	101.8				91.4	103.4	90.5				95.9
Apr. 1, 1937.....	103.0	105.4				102.2	108.8	89.4				97.5
Apr. 1, 1938.....	105.0	103.6	80.0	115.6	90.5	107.4	109.6	89.4	89.2	87.4	91.0	100.2
Apr. 1, 1939.....	104.9	99.7	88.3	114.7	82.3	109.4	108.0	91.7	88.9	91.9	95.8	100.5
Apr. 1, 1940.....	111.9	111.8	94.0	123.7	98.4	112.2	118.8	96.7	94.8	94.4	101.2	102.8
Apr. 1, 1941.....	141.3	135.6	93.4	151.2	119.4	143.1	152.0	116.7	113.3	106.6	128.5	129.4
Apr. 1, 1942.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
Apr. 1, 1943.....	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
Apr. 1, 1944.....	180.5	177.3	140.5	190.7	162.4	194.2	182.9	142.6	139.2	130.3	156.0	184.7
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Apr. 1, 1945.....	176.9	180.5	121.0	192.3	159.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
Relative Weight of Employment by Provinces and Economic Areas at Apr. 1, 1945.....	100.0	7.7	.1	4.5	3.1	30.6	41.9	10.8	5.0	2.1	3.7	9.0

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Apr. 1 1945	Mar. 1 1945	Apr. 1 1944	Apr. 1 1940
Manufacturing	61.9	212.9	214.3	225.5	123.4
Animal products—edible.....	2.3	204.2	209.7	209.9	132.0
Fur and products.....	.2	133.7	130.9	125.6	110.1
Leather and products.....	1.6	140.6	140.3	140.2	124.9
Boots and shoes.....	1.0	128.9	128.3	127.7	122.8
Lumber and products.....	3.6	120.2	118.2	115.4	79.5
Rough and dressed lumber.....	1.9	97.1	94.1	90.8	66.6
Furniture.....	.6	128.5	129.3	123.7	90.3
Other lumber products.....	1.1	199.9	199.1	198.8	114.2
Musical instruments.....	.03	28.6	29.7	29.5	59.6
Plant products—edible.....	2.9	160.5	162.2	150.6	115.1
Pulp and paper products.....	4.7	137.5	137.8	133.0	110.8
Pulp and paper.....	2.0	121.2	122.1	117.4	97.5
Paper products.....	.9	212.9	211.5	209.0	139.8
Printing and publishing.....	1.8	133.4	133.7	127.7	117.8
Rubber products.....	1.3	181.3	180.9	159.5	109.3
Textile products.....	7.8	160.9	161.1	161.4	144.4
Thread, yarn and cloth.....	2.8	160.0	160.6	160.4	158.0
Cotton yarn and cloth.....	1.2	111.0	111.6	113.8	122.0
Woollen yarn and cloth.....	.7	169.6	169.6	171.9	170.9
Artificial silk and silk goods.....	.7	627.5	631.0	599.0	512.9
Hosiery and knit goods.....	1.2	147.2	148.8	151.3	141.2
Garments and personal furnishings.....	2.8	163.0	160.7	162.5	136.3
Other textile products.....	1.0	178.5	183.0	177.4	132.8
Tobacco.....	.7	145.8	154.0	140.4	165.6
Beverages.....	.8	253.6	251.1	230.3	164.3
Chemicals and allied products.....	4.2	597.0	604.2	587.9	183.4
Clay, glass and stone products.....	.8	134.7	133.0	137.5	85.3
Electric light and power.....	1.0	140.5	141.2	134.9	130.6
Electrical apparatus.....	2.4	293.2	298.1	330.9	142.3
Iron and steel products.....	22.5	296.6	300.2	341.6	118.9
Crude, rolled and forged products.....	1.9	246.2	250.2	250.2	148.7
Machinery (other than vehicles).....	1.3	220.6	222.8	221.8	131.0
Agricultural implements.....	.6	135.2	137.6	122.2	75.4
Land vehicles and aircraft.....	9.2	261.6	269.2	312.6	112.0
Automobiles and parts.....	2.4	285.8	288.2	294.6	163.4
Steel shipbuilding and repairing.....	3.5	1251.3	1235.0	1552.1	128.3
Heating appliances.....	.4	193.8	193.2	164.0	128.4
Iron and steel fabrication (n.e.s.).....	1.0	281.9	285.0	292.6	132.6
Foundry and machine shop products.....	.6	237.2	240.4	279.4	120.1
Other iron and steel products.....	4.0	338.6	337.3	398.0	124.3
Non-ferrous metal products.....	3.1	395.1	386.8	458.9	171.7
Non-metallic mineral products.....	.9	213.7	213.4	209.6	161.7
Miscellaneous.....	1.1	349.7	356.2	371.4	153.8
Logging.....	4.5	267.6	309.9	240.5	90.0
Mining	3.9	149.5	150.7	159.1	164.4
Coal.....	1.4	94.8	96.2	99.2	89.7
Metallic ores.....	1.9	261.7	263.1	292.5	350.2
Non-metallic minerals (except coal).....	.6	160.5	160.0	156.2	124.8
Communications	1.7	112.1	111.2	105.5	83.2
Telegraphs.....	.4	127.2	126.1	129.1	89.8
Telephones.....	1.3	107.6	106.8	99.0	81.4
Transportation	8.7	120.7	117.9	117.1	82.8
Street railways and cartage.....	2.6	136.4	184.6	179.9	125.1
Steam railways.....	4.9	107.2	106.7	105.0	75.5
Shipping and stevedoring.....	1.2	95.6	81.4	90.9	61.6
Construction and Maintenance	6.1	87.0	89.2	81.8	59.6
Building.....	2.0	82.9	81.5	83.0	45.9
Highway.....	1.9	87.8	84.2	79.7	78.3
Railway.....	2.2	90.3	101.4	82.5	56.3
Services	2.8	201.1	199.0	198.9	133.4
Hotels and restaurants.....	1.8	200.5	198.9	196.6	127.1
Personal (chiefly laundries).....	1.0	202.3	199.1	203.0	144.6
Trade	10.4	172.6	167.0	159.4	137.6
Retail.....	7.7	180.4	172.8	166.4	142.9
Wholesale.....	2.7	153.6	153.6	141.4	123.7
Eight Leading Industries	100.0	176.9	178.2	180.5	111.9
Finance.....		128.8	128.7	125.4	123.7
Banks and Trust companies.....		133.0	133.0	129.9	106.0
Brokerage and stock market.....		159.9	154.2	135.7	194.2
Insurance.....		121.3	121.6	118.6	117.5
Total—Nine Leading Industries		174.5	175.8	177.8	111.9

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, May, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE trend of labour demand in Canadian industry, which turned sharply upward at the beginning of March, continued to rise until early in May. Then, immediately following V-E Day, May 8, labour requirements, particularly for male workers, dropped off sharply from the peak shortage of 155,009 workers reported at May 10, and at May 24, totalled 146,787 (102,927 men and 43,860 women). This indicates some slight improvement in the manpower situation in that labour requirements as at May 24 were 24,340 less than at the corresponding date a year ago, although substantially the same as at April 19, five weeks earlier. During this five-week period, male demand decreased by 3,464 while female requirements rose by a similar number. On the whole, labour demand in the manufacturing industries has eased somewhat during the past month; this slackening may be largely attributed to lay-offs from war plants, which, together with the release of Armed Service personnel, is making more and more

workers available for other hard-pressed industries. While the demand for workers has remained substantially unchanged in the mining and transportation industries, increased seasonal activities have augmented the labour requirements in the construction industry and in the trade, finance and service group. Table I shows Net Labour Demand¹ by main industry group and by sex, as at May 24, with absolute and percentage change in total demand during the past five weeks.

Meanwhile the supply of workers available to meet the immediate labour requirements of Canadian industry has continued to decline. Local Employment and Selective Service Offices reported only 39,916 Unreferred Applicants² at May 25; this was fewer by 7,311 than the number of applicants awaiting referral at April 19. The depletion of supply was almost entirely due to a reduction in the number of male applicants during the period. Some indication of the disparity between supply and demand in certain regions is given by the fact that 81 per cent of the demand for women workers was centred in Ontario and Quebec, while these regions reported only 54 per cent of the total supply. Those occupational groups in which there was a surplus supply in Western Canada were the very groups for which there was a great demand in Ontario and Quebec. Table II shows labour demand and supply by main occupational groups and by sex, as at May 25, 1945.

Net Labour Demand in A & B Priority Industries

The labour demand in high priority industries has followed much the same trend as the overall industry demand during the past month. In comparison with the 96,329 workers needed at April 19, labour requirements in high priority industries increased to 97,275 at May 10. Following that date labour demand fell off slightly to stand at 91,941 at May 24, at which date manpower needs in these essential industries comprised 63 per cent of the total labour requirements.

Logging

Although demand in the high priority logging industry (8,523) is still high, there has been some improvement in the labour situation in all regions except the Pacific. The need for river drivers has been fairly well satisfied but there is still an urgent demand for such skilled types of labour as buckers, fallers, riggers and chokermen. Students have provided only slight relief for this industry and practically

all areas report a shortage of skilled workers who are physically fit to undertake the heavy work required of them.

Mining and Primary Smelting

Although there has been some slackening in manpower requirements in the high priority mining, primary smelting and refining industries, many mines are still faced with serious labour shortages. Underground labourers are scarce and certificated miners are in great demand. Of the 6,729 workers required at May 24, almost 40 per cent was in Ontario.

¹ *Net Labour Demand* is calculated by deducting unconfirmed referrals from unfilled vacancies. *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

² Applicants who have not been referred to specific jobs as at the date indicated.

TABLE I.—NET LABOUR DEMAND BY INDUSTRY AND BY SEX, AS AT MAY 24, 1945

(excluding Agriculture)

Industry	Male	Female	Total	Change from April 19, 1945	
				Absolute	Percentage
A and B Priority Industries—					
Logging—					
Pulpwood.....	4,558	4	4,562	-3,397	-42.7
Lumber.....	2,802	14	2,816	-108	-3.7
Other Logging.....	1,141	4	1,145	+647	+129.9
Total.....	8,501	22	8,523	-2,858	-25.1
Mining and Manufacturing—					
Coal Mining.....	1,486	7	1,493	+74	+5.2
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	1,010	31	1,041	-665	-39.0
Nickel.....	1,433	11	1,444	-128	-8.1
Other Base Metals.....	1,514	14	1,528	+194	+14.5
Other Mining and Oil Producing.....	1,169	54	1,223	-64	-5.0
Aircraft and Parts.....	2,276	316	2,592	+511	+24.6
Shipbuilding and Repairs.....	3,294	82	3,376	+83	+2.5
Guns and Ammunition.....	936	583	1,519	-2,513	-62.3
Mechanical Transport and Armoured Fighting Vehicles.....	933	79	1,012	-435	-30.1
Secondary Metal Industries (excluding Machinery and Equipment).....	3,389	565	3,954	-671	-14.5
Electrical Machinery and Equipment.....	929	505	1,434	+20	+1.4
Other Machinery and Equipment.....	2,430	249	2,679	-289	-9.7
Chemicals and Non-Metallics.....	2,448	504	2,952	-547	-15.6
Food Processing.....	3,201	1,188	4,389	-168	-3.7
Textiles and Products.....	2,270	4,976	7,246	+176	+2.5
Wood Products.....	4,336	225	4,561	+500	+12.3
Pulp and Paper.....	668	332	1,000	-201	-16.7
Rubber and Leather.....	1,068	860	1,928	-10	-0.5
Other Manufacturing.....	465	365	830	-94	-10.2
Total.....	35,255	10,946	46,201	-4,227	-8.4
Construction.....	5,391	27	5,418	+1,310	+31.9
Transportation.....	9,933	491	10,424	-42	-0.4
Other Public Utilities.....	1,373	708	2,081	+107	+5.4
Public and Professional Service.....	3,242	2,685	5,927	+267	+4.7
Trade, Finance and Other Service.....	4,272	9,095	13,367	+1,055	+8.6
Total A and B Priority Industries.....	67,967	23,974	91,941	-4,383	-4.4
C and D Priority Industries—					
Logging.....	3,610	18	3,628	-848	-18.9
Mining.....	1,430	8	1,438	+309	+27.4
Manufacturing.....	7,635	9,898	17,533	+1,101	+6.7
Construction.....	8,714	43	8,757	+1,582	+22.1
Public Utilities.....	586	68	654	+110	+20.2
Trade.....	5,161	3,204	8,365	+490	+6.2
Finance and Insurance.....	1,087	705	1,792	-38	-2.2
Service.....	6,737	5,942	12,679	+1,208	+10.5
Total C and D Priority Industries.....	34,960	19,836	54,846	+3,990	+7.8
GRAND TOTAL.....	102,927	43,860	146,787	-398	-0.3

TABLE II.—NET LABOUR DEMAND AND UNREFERRED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT MAY 25, 1945

Occupational Group	Net Labour Demand			Unreferred Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,750	593	2,343	1,448	401	1,849
Clerical Workers.....	1,937	4,810	6,747	2,015	3,716	5,731
Sales Workers.....	1,855	1,960	3,815	1,363	2,087	3,450
Service Workers.....	4,784	13,488	18,272	1,692	2,649	4,241
Fishermen.....	67	—	67	53	—	53
Skilled and Semiskilled Workers.....	42,031	9,667	51,698	7,688	2,577	10,265
Textile and Clothing Workers.....	1,793	7,257	9,050	164	616	780
Loggers.....	9,674	—	9,674	102	—	102
Miners.....	1,914	—	1,914	144	—	144
Construction Workers.....	7,717	—	7,717	1,576	—	1,576
Metalworkers.....	6,181	163	6,344	1,490	535	2,025
Other Skilled and Semiskilled Workers.....	14,752	2,247	16,999	4,212	1,426	5,638
Unskilled Workers.....	47,604	12,872	60,476	9,694	4,633	14,327
Total.....	100,028	43,390	143,418	23,953	15,963	39,916

In this region some farmers have returned to the mines following seeding and will remain until haying begins about the middle of June. In some areas the situation has been relieved by university students who have accepted work in the mines for the summer months. As yet the return of ex-miners from the Armed Services has not resulted in any noticeable change in the labour situation and workers released from war employment are not expected to afford much relief to his industry until the possibilities of obtaining work in manufacturing industries have been exhausted.

Manufacturing

Labour demand in high priority manufacturing industries remained fairly constant from mid-April until V-E Day. However, with the end of the war in Europe, manpower requirements fell off considerably during the next two weeks totalling 39,472 at May 24 as compared with 43,590 at May 10. Four-fifths of the decline was in the demand for male workers. The labour requirements of industries engaged exclusively in war production tend to be lower as a result of cancellations or partial cutbacks in war contracts. Nevertheless, Canada is playing an important role in the Pacific war and while there has been a substantial reduction in demand for labour in the manufacture of guns and ammunition, mechanical transport and armoured fighting vehicles, the labour requirements of the aircraft and shipbuilding industries continue at a high level.

Aircraft and Parts.—During the five weeks prior to May 24, labour demand in the aircraft industry increased by 511 to total 2,592 at that date. Although production of the trainer type of aircraft has been discontinued, demand in this industry will probably be maintained at a high level, as production of aircraft, especially recent models of the combat type for the Pacific war, is expected to continue indefinitely.

Shipbuilding and Repairs.—The completion of orders on hand and additional contracts for ships necessary to carry on the war in the Pacific, together with an extensive repair program is expected to keep employment at a high level well into 1946. Demand in this industry has been rising steadily since the beginning of the year and at May 24 stood at 3,376. While there is an urgent need for both skilled and unskilled workers, some relief may be expected from student labour during the summer months.

Textiles and Products.—The textile industries are faced with an extremely critical manpower situation. At May 24, immediate manpower requirements of the high priority textile industry totalled 7,246 (2,270 men and 4,976 women).

The labour problems of this industry have not been alleviated to any extent by cutbacks in military requirements as domestic needs and Canada's commitments to the United Nations and to UNRRA will necessitate maximum production for some time. In view of the seriousness of the situation, the industry has recently been placed under a six-months' directive of the Wartime Prices and Trade Board with a view to restoring production to the 1941 level or better. Measures are being taken to divert additional manpower to the understaffed textile mills and clothing factories and many establishments are being given a high priority rating in order that they may procure essential labour immediately. In recruiting labour, especially workers formerly employed in war plants, emphasis is being placed on the permanency of the work and the opportunity to acquire a new trade. Training classes, already organized in some mills, are to be extended to smaller plants through government assistance in supplying qualified instructors. Although these measures will afford some relief, no large-scale movement of new or experienced workers into this industry is anticipated in the immediate future.

Secondary Metals.—Labour demand in the secondary metal industries, although somewhat less than at April 19, remained high, totalling 3,954 at May 24. The return of agricultural workers to the farms has left a great many foundries and steel plants understaffed. While an acute shortage of heavy labour in this industry is reported in some areas, many establishments are counting on further assistance from the farmers when seeding is completed.

Construction

With the opening of the building season, there is considerably increased activity in the high priority construction industry. Labour requirements at May 24 totalled 5,418 compared with 4,108 five weeks earlier. All regions reported increases in demand, the greatest being in Ontario and Quebec. In most areas all competent tradesmen have been absorbed and there is a persistent demand for skilled construction labourers such as carpenters, painters and bricklayers which is difficult to satisfy as applicants are scarce.

Transportation

Demand for workers in high priority transportation remains at a high level, 10,424 persons being required at May 24. Two-thirds of this labour shortage was reported by steam railway companies which are in urgent need of extra gang labourers and maintenance men at this season of the year. Demand is largely for the heavy type of labourer and few suitable applicants are available.

Trade, Finance and Service

The tight labour situation in the high priority trade, finance and service group persists. Lay-offs from war plants will make more workers available for this type of work, but it is only to be expected that they will be reluctant to accept employment in these industries before exploring the possibilities elsewhere. At May 24 there were 19,294 persons (7,514 men and 11,780 women)

required as compared with 17,792 at April 19. Up to the present time hospitals, hotels, restaurants and summer resorts have experienced great difficulty in finding enough help to carry on. The serious labour shortage in hospitals continues with an urgent need for kitchen workers and ward assistants. Hotels and restaurants are understaffed and there are very few applicants registering for this type of work. All regions report a shortage of skilled mechanics and repairmen.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended May 22, 1945.

Maritime Region

Agriculture.—Unseasonably cold weather has not only proved a serious setback to farm operations but also resulted in a decrease in the demand for helpers. While several local offices report outstanding orders for whom no applicants are available, the only urgent demand comes from the vicinity of Truro, where a special effort is being made to meet requirements by referrals to the more productive farms.

Logging.—Favourable water conditions have contributed to the success of the river drive. In contrast to conditions a year ago, when much of the cut had to be left in the bush, all the trees felled during the past season have reached the booms. In New Brunswick, the camps are re-opening for Summer operations; the majority of the many bushworkers required will be procured from the farms after the seeding is completed.

Coal Mining.—Production remains at normal level. Although more certificated miners could be easily placed, the need for additional manpower is not pressing.

Manufacturing.—The cessation of European hostilities, with the consequent cancellation of shell contracts, has resulted in a mass staff reduction at the Trenton Steel Works, presently releasing about 750 employees, of whom only 70 are women. A number of those affected are going to Halifax shipyards and Toronto rubber plants, while those not thus placed are filing unemployment insurance claims. The Foundation Maritime of New Glasgow is also laying off men, preparatory to a complete shutdown. Nearly all of the 100 men released from the Industrial Shipping Company's plant at Mahone Bay during the past two months have returned to their homes

in Newfoundland, Quebec or Ontario; a further 100, who sought separation in order to return to farming or fishing, have not been replaced.

While Halifax shipyards can still use additional riveting crews, their general labour requirements are less urgent than earlier. In spite of the efforts of local offices, great difficulty has been experienced in meeting the manpower demands of the fertilizer plants for their short seasonal rush. It has also been impossible to reduce the labour shortages of the textile mills and kindred industries to any appreciable extent; all are handicapped by the lack of skilled and unskilled workers alike.

Construction.—The labour situation throughout the region is reasonably satisfactory. While there is a steady demand for workmen on small building jobs, no great difficulty has been encountered in filling these requirements.

Transportation.—The heavy demand for extra gangs for the railways persists, with few men of the necessary physique available. While there is no great need of additional longshoremen on the Halifax water front, the Reserve Labour Pool requires 200 freight handlers for immediate employment. The unloading of troop transports is handled by the Army Port Battalion.

Quebec Region

Agriculture.—Reports from all but such northerly areas as Lake St. John and Abitibi are causing much concern as to the success of this season's crops. In some sections re-seeding will be necessary, and fruit trees in some vicinities have also suffered great damage. While there is no immediate call for farm labour, a special study is being made with a view to forestalling the possible lack of adequate assistance during the haying and other harvest periods.

Logging.—The weather conditions which have so seriously handicapped the farmer, have benefited logging operators, who are

making good progress with the river drive. Although more drivers could be used to advantage, on the whole, orders are being satisfactorily filled. A few companies are preparing for Summer cutting, for which the majority of bushmen will be procured locally.

Mining.—The anticipated boom for a large number of prospects and junior mining ventures has made it increasingly difficult for local offices to provide suitable manpower for production operations. While skilled miners are almost unprocurable, special efforts are being made to fill, at least partially, the base metal workings' urgent need for mine beginners. The labour supply for the gold mines remains far below requirements.

Manufacturing.—Lay-offs of some magnitude are occurring in many parts of the province. Progressive staff reductions in several Montreal plants are proceeding according to schedule, with all worthwhile employees promptly absorbed by other essential industries; as yet, the large number of men released has not lessened to any marked degree the grave shortage of heavy labour. In Quebec City some 250 persons have been released from the arsenals. Some hundreds of men and women have also been laid off from several of the large D.I.L. plants; a great many of those affected are being referred to the understaffed rubber plants and other industries in the Montreal area.

The recent change in the aluminum production schedule has materially affected the manpower situation in the various plants of the Aluminum Company of Canada. The closing of potrooms at Chicoutimi and Beauharnois is necessitating the progressive release of many men; however, staff reductions appear to be almost at an end for the time being, and the company has even taken on another 100 labourers at Shawinigan Falls.

The rubber footwear industry, the tobacco factories, the textile plants and kindred industries throughout the province still suffer from persistent labour shortage.

Construction.—Although the season is just opening up, the shortage of building materials and specialized building tradesmen is already hampering the industry. The number of skilled artisans and general labourers required in all parts of the region far exceeds the available supply of men for construction jobs.

Transportation.—As yet the railways have not suffered to any extent from lack of manpower. It is reported that a number of extra gangs have not been ordered out, possibly owing to weather conditions.

Ontario Region

Agriculture.—Slightly warmer weather is being welcomed by farmers whose crops have been injured, and in some cases destroyed, by constant cold and heavy rains. Such low-lying sections as Belleville, Fergus, Guelph and Niagara Falls have suffered most. While adverse weather conditions have resulted in a lessened labour demand, very few applicants are available to fill quite substantial orders throughout the province.

Logging.—Although river driving up the Ottawa Valley has been hampered by a shortage of suitable labour, on the whole woods operations are progressing favourably. The Kapuskasing office advises that, with the drive almost over in that area, the majority of the bushworkers have gone into the pulpwood camps. At Sault Ste. Marie, too, loggers are in good demand for the Summer cutting.

Sawmills.—While the smaller mills are benefiting by delayed agricultural activity, larger establishments are still short of their labour requirements. Most of the mills in the Sudbury area have been reduced to a day shift only, and at least another 200 men are needed at once for barker and mill operations at Temiskaming. Local millyard and track labourers employed by the pulpwood company at Kapuskasing have been supplemented by the transfer-in of 40 men from the Quebec region.

Mining.—No improvement is apparent in the manpower situation of the seriously understaffed mines of the Timmins and Sault Ste. Marie areas. The Belleville office reports that the various fluorspar workings in the vicinity of Madoc have re-opened for the season; the fairly heavy demand for unskilled labour is being met by workers from the sub-marginal farms, as well as a considerable number of labourers available in the district.

Manufacturing.—The greatest and most immediate need, that of heavy labour, is being ameliorated somewhat by the prolonged employment of agricultural workers.

The Hamilton office reports that of 1,400 men and 600 women released from various local plants during the past fortnight, a large percentage have been transferred to other employment. The Fleet Aircraft Company of Fort Erie is in process of releasing 600 employees, men and women in equal numbers. One department of the D.I.L. plant at Nobel has been closed down, resulting in the discharge of about 50 men. Two large factories at New Toronto have cancelled extensive orders for workers, and at Windsor, also, a number of plants are curtailing their activities.

The Ford and Chrysler companies have reduced their working schedule to a five-day week, and other smaller firms are requesting the same privilege.

Counterbalancing the slowdown in war production in some centres, large plants in other cities are making undiminished manpower demands. Unfilled vacancies in the London area remain approximately 1,300, and plans are afoot for enlisting the assistance of local students at the close of the school year. The Toronto office reports a persistently heavy demand for all types of workers, with few suitable applicants available. One Kingston firm has brought in 100 labourers from the Quebec region to relieve the serious shortage of husky workmen; in St. Thomas, a similar dearth has been alleviated to some extent by part-time assistance from members of the Army and the Air Force, but the abrasive and chemical plants at Niagara Falls are still definitely undermanned.

The seasonal labour requirements of packing plants, flour mills and food processing establishments present an added problem at this time. There has been no change for the better in the understaffed textile and clothing factories and kindred industries, where few applicants are available to alleviate the critical labour shortage.

Construction.—In spite of unfavourable weather conditions, construction activity is increasing, especially in commercial and domestic building. A steady demand persists for carpenters, bricklayers, painters and other skilled artisans, as well as good general labourers.

Transportation.—Procuring extra gang and section crews for both railways becomes increasingly difficult. Although most local offices concerned advise that the available supply of manpower for water transportation is satisfactory, a noticeable turnover in Great Lake crews is reported from Sault Ste. Marie, where placements fall considerably short of requirements.

Prairie Region

Agriculture.—While seeding is well under way in all parts of the region, farm operations in most sections are still hampered by rain. Although there is an unanswered call for experienced tractor men in the farm districts surrounding North Battleford, Winnipeg and Lethbridge, the general demand for agricultural labour has decreased markedly. However, the request for domestics is continuingly brisk, with few available applicants.

Logging.—The river drive is proceeding apace in the Fort Frances and Lakehead

areas. Labour requirements for this work have been satisfactorily met, but there is still a call for pulpwood cutters and loggers for the Summer months.

Coal Mining.—The collieries are continually handicapped by the lack of certificated miners, as well as unskilled labour. The Blairmore office has orders on file for 100 underground workers, as well as clearance orders for another 150 required in the Michel and Fernie areas.

Base Metal Mining.—Increasing activity is responsible for mounting manpower requirements. Very few men of the type suitable to the work are obtainable. In the Flin Flon area, however, the call for underground and plant workers is gradually being met by the employment of university students.

Manufacturing.—The most outstanding need is for husky labourers for the packing plants, flour mills and foundries; the supply is far from adequate and little relief is foreseen until seeding is completed.

As an aftermath of V-E Day, lay-offs are taking place in several war plants. Cancellation of contracts has resulted in a staff reduction at the plant of Regina Industries Limited. Approximately 100 workmen are being released from the Port Arthur shipyards, but the aircraft division of the plant will continue to employ the majority of those on the present staff for some time to come.

Construction.—Increased activity is resulting in materially larger orders for building labour. The general shortage of both skilled and unskilled workmen is becoming steadily more serious as the season advances.

Transportation.—To an insistent demand for extra railway maintenance workers is added the problem of procuring men to handle a record volume of Canadian grain at the Lakehead elevators. The employment of soldiers is expected to relieve the situation somewhat, but many more husky labourers are required.

Prairie Region

Agriculture.—Although efforts to secure experienced dairy help have met with little success, the general farm labour supply is considered reasonably adequate.

Logging.—Operations in all parts of British Columbia are hampered by the shortage of skilled woodsmen of all types, as well as physically fit unskilled labourers. In the northern interior, the return of agricultural workers to the land is largely responsible for an existing shortage of approximately 350 woodsmen.

Sawmills.—As the season advances, manpower requirements mount steadily. Approximately 110 men are needed in the Cranbrook area, Kamloops and Fernie mills are continuingly shortstaffed, and operators in the remoter parts of the Vernon district are having great difficulty in securing enough skilled and unskilled workers. In the vicinity of Prince George there are 250 vacancies, while farther north, the Prince Rupert office reports a serious shortage of skilled workmen.

At New Westminster the call for heavy sawmill labour has been partially met by the employment of Lascar seamen, residing in camps in the vicinity between voyages. It is feared that a freshet in the Fraser River, making log towage impossible, may force a temporary shutdown of the local mills.

Mining.—While both experienced men and underground labourers are still scarce in the collieries, the manpower situation in the base metal mines is still more discouraging. One large company is calling for an additional 200 underground workers; while some relief is anticipated through the employment of students, as yet the number of these reporting has been smaller than usual.

Manufacturing.—The general manpower shortage includes machinists, fitters, elec-

tricians, sewing machine workers, moulders and a great dearth of heavy labour. The shipyards, which make the greatest demands, are still undermanned; in Vancouver, their most insistent call is for semi-skilled and unskilled workers, who must be physically fit. In Victoria the demand for all types is being relieved to some extent by an extensive lay-off from the Victoria Machinery Depot. The Vancouver office anticipates success in filling a recent order for 400 aircraft workers. The shortage of heavy labour in New Westminster plants has been alleviated by the Lascar seamen, a number of whom have also been sent to Vancouver.

Construction.—The heavy demand for all classes of building tradesmen persists. While applicants are scarce, no critical lack of workers is apparent and precautions have been taken to ensure that workers are not diverted to low priority jobs.

Transportation.—The call for extra gang and section labourers for the railways remains unsatisfied. The requirements of water transportation are also very high; while no applicants are now available, there is possibility of relief from the student group for the Summer months.

Applications for Employment; Vacancies and Placements; April, 1945

THE volume of business transacted by the Employment and Selective Service Offices of the Unemployment Insurance Commission during the five-week period March 30 to May 3, 1945, as indicated by the average daily placements effected, showed an appreciable gain when compared with the preceding four weeks, March 2 to March 29, 1945, and a slight increase in comparison with the four weeks March 31 to April 27, 1944. All industrial divisions, excepting trade, showed gains in the daily average of placements effected in comparison with the previous four weeks, the most pronounced being in public utilities, services, manufacturing and construction. When comparison is made with the four weeks ending April 27, last year, all industrial groups apart from manufacturing, agriculture and public utilities showed increases, the gain in forestry and logging being most noteworthy.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Offi-

ces throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed upward trends. The ratio of vacancies to each 100 applications was 127.9 during the five weeks ending May 3, in contrast with 116.4 during the preceding four weeks and 125.4 during the four weeks March 31 to April 27, 1944. The ratio of placements to each 100 applications during the period under review was 71.0 compared with 69.0 during the previous period ending March 29, and 68.9 during the four weeks March 31 to April 27, last year.

The average number of vacancies reported daily by employers to Employment and Selective Service Offices throughout Canada during the period under review was 10,059 in comparison with 8,218 in the preceding four weeks and 9,810 during the four weeks ending April 27, a year ago. The average number of applications for employment received daily during the five weeks March 30, to May 3, was 7,863 compared with 7,054 during the previous period and 7,822 during the four-week period

March '31 to April 27, 1944. The average number of placements made daily by the offices for the five weeks ending May 3, was 5,586 of which 5,414 were in regular employment and 172 in work of one week's duration or less, in comparison with a daily average of 4,860 during the previous four weeks. Placements during the four weeks March 31 to April 27, 1944, average 5,436, consisting of 5,275 in regular employment and 161 in casual work.

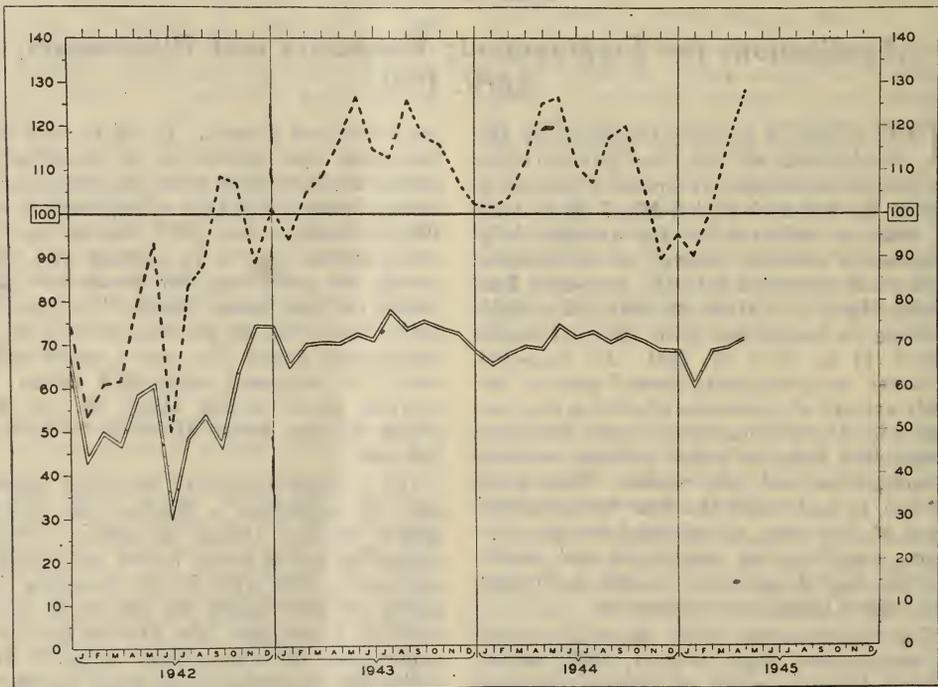
During the period March 30 to May 3, 1945, the offices referred 221,153 persons to employment and effected a total of 161,993 placements. Of these, the placements in regular employment numbered 156,997, of which 105,598 were of males and 51,399 of females, while placements in casual work totalled 4,996. The number of vacancies reported by employers was 200,776 for males and 90,946 for females, a total of 291,722, while applications for work numbered 228,035, of which 153,170 were from males and 74,865 from females. Reports for

the four weeks ending March 29, 1945, showed 197,221 positions offered, 169,305 applications for employment and 116,653 placements effected, while in the four-week period March 31 to April 27, 1944, there were reported 225,624 vacancies, 179,911 applications and 125,026 placements in regular and casual employment. The following table gives the placements effected by the offices each year from January, 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,020	384,882
1940.....	320,000	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (18 weeks).....	534,025	18,497	549,522

VACANCIES NOTIFIED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications——— Vacancies- - - - - Placements=====



REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
 MARCH 30 TO MAY 3, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	905	435	800	837	598		314
Charlottetown.....	604	371	507	557	353		279
Summerside.....	301	64	293	280	245		35
Nova Scotia	8,954	6,986	7,654	8,176	5,605	133	2,777
Amherst.....	348	121	219	315	216		124
Bridgewater.....	139	100	143	71	63		18
Dartmouth.....	284	240	172	205	162		24
Digby.....	128	109	112	102	96		46
Glace Bay.....	220	242	379	281	253		283
Halifax.....	3,797	3,829	2,502	3,155	2,006		653
Inverness.....	45	6	40	45	40		8
Kentville.....	360	271	285	249	235		109
Liverpool.....	288	276	137	143	124		28
New Glasgow.....	964	547	802	883	606	74	270
New Waterford.....	95	280	151	119	75		85
Pictou.....	186	61	281	256	127	4	151
Springhill.....	84	40	71	59	53		44
Sydney.....	1,063	265	1,310	1,350	833	54	559
Sydney Mines.....	283	36	322	239	228		144
Truro.....	379	292	432	421	285	1	107
Yarmouth-Shelburne.....	321	271	296	283	203		124
New Brunswick	9,056	5,129	6,655	6,393	4,590	82	2,421
Bathurst.....	582	101	243	167	64	13	161
Campbellton.....	1,662	376	516	446	225	52	229
Edmundston.....	672	410	451	439	329		162
Fredericton.....	466	344	455	486	323		126
Minto.....	393	75	391	408	386		24
Moncton.....	1,879	1,329	1,886	1,923	1,264	16	1,021
Newcastle.....	370	152	301	246	191		120
Saint John.....	2,402	1,766	1,917	1,814	1,443	1	440
St. Stephen.....	249	328	172	161	128		41
Sussex.....	208	110	189	193	145		66
Woodstock.....	173	138	134	110	91		31
Quebec	98,282	65,483	73,379	65,783	47,995	435	31,366
Acton Vale.....	253	204	110	123	97		57
Asbestos.....	183	113	140	143	146		35
Baie St. Paul.....	129	65	181	96	90	1	39
Beauharnois.....	403	160	252	259	211		50
Buckingham.....	384	145	462	351	304		198
Campbell's Bay.....	278	216	187	154	110		75
Causapsal.....	2,230	1,605	708	669	690		62
Chandler.....	45	164	98	51	40		214
Chicoutimi.....	2,878	1,360	1,876	1,764	1,736		1,076
Coaticook.....	917	363	648	661	650		22
Cowansville.....	186	119	136	136	127		13
Dolbeau.....	1,224	73	1,292	1,193	1,176		111
Drummondville.....	637	175	701	804	607		505
East Angus.....	286	32	285	272	156	90	16
Farnham.....	154	123	125	112	104		30
Granby.....	761	492	676	364	328		130
Hull.....	1,134	664	1,076	865	647		338
Joliette.....	734	287	739	675	398		130
Jonquiere.....	382	127	760	629	241		788
Lachine.....	976	655	678	659	484		190
Lachute.....	375	129	774	424	241		165
La Malbaie.....	223	174	164	176	168		91
La Tuque.....	2,242	685	1,115	1,222	1,183		82
Levis.....	864	344	1,318	834	710		584
Longueuil.....	813	670	590	498	395		159
Louiseville.....	297	96	333	306	234		64
Magog.....	286	101	207	327	163		94
Matane.....	2,586	1,872	1,434	1,327	1,111		435
Megantic.....	545	195	514	475	483		75
Mont Laurier.....	796	209	399	384	365		65
Montmagny.....	182	59	307	177	133		227
Montmorency.....	342	58	946	393	289		313
Montreal.....	46,871	39,286	29,345	27,686	17,572	136	12,984
Plessisville.....	231	116	188	179	135		64
Pointe aux Trembles.....	774	505	510	455	394		87
Port Alfred.....	367	107	467	435	306		281
Quebec.....	4,366	1,989	5,119	4,255	2,832	2	4,963
Richmond.....	117	153	161	105	68	2	24
Rimouski.....	894	545	913	579	504		399
Riviere du Loup.....	670	603	176	97	55		393
Roberval.....	1,673	810	983	930	919		78
Rouyn.....	1,195	608	1,093	1,172	641		364

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
MARCH 30 TO MAY 3, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
Ste. Agathe.....	507	269	387	386	364		33
Ste. Anne de Bellevue.....	270	77	353	233	194		71
Ste. Therese.....	809	469	434	402	470		59
St. Hyacinthe.....	877	832	461	425	314	5	172
St. Jean.....	764	336	1,018	897	490		234
St. Jerome.....	616	396	525	490	414		76
St. Joseph d'Alma.....	398	32	623	407	371	4	141
St. Paul l'Ermite.....	506	59	308	310	406		22
Shawinigan Falls.....	898	300	749	1,010	686		816
Sherbrooke.....	1,659	681	1,635	1,603	1,130	45	351
Sorel.....	2,132	951	1,742	1,190	1,284		167
Thetford Mines.....	1,000	224	1,201	1,026	920		318
Three Rivers.....	1,683	492	1,669	1,515	1,105	150	1,161
Val d'Or.....	730	286	862	651	560		110
Valleyfield.....	1,057	695	695	602	447		194
Verdun.....	2,863	2,632	2,063	1,805	1,261		1,117
Victoriaville.....	540	296	418	415	336		264
Ontario	111,491	79,826	82,238	84,738	62,162	961	17,981
Amprior.....	342	388	260	257	216	2	36
Barrie.....	341	178	368	352	239		116
Belleville.....	638	388	547	824	528		190
Bracebridge.....	1,151	1,203	266	190	200		61
Brampton.....	392	456	215	209	152		39
Brantford.....	1,141	1,135	1,057	1,049	1,033	18	151
Brockville.....	309	88	324	313	242	16	24
Carleton Place.....	116	120	91	90	76		20
Chatham.....	762	569	712	824	511	15	199
Coburg.....	151	35	225	182	161		13
Collingwood.....	184	108	155	115	120		14
Cornwall.....	1,130	261	1,185	1,161	878	29	201
Dunnville.....	161	108	123	104	78		21
Fergus.....	69	84	99	87	78		7
Fort Erie.....	256	374	186	170	131		36
Fort Frances.....	485	250	351	327	279		56
Fort William.....	1,544	1,412	1,560	1,533	1,304		570
Galt.....	1,055	972	559	577	456		74
Gananoque.....	84	49	71	77	79		22
Goderich.....	382	226	307	280	299		58
Guelph.....	785	651	630	605	494		81
Hamilton.....	6,540	6,353	5,807	5,987	4,160	91	932
Hawkesbury.....	287	97	291	251	214		95
Ingersoll.....	87	152	110	125	98		11
Kapuskasing.....	1,356	841	252	252	212		25
Kenora.....	558	569	130	104	111		62
Kingston.....	1,867	728	1,541	1,892	1,292		273
Kirkland Lake.....	1,101	489	1,439	1,036	803	22	269
Kitchener-Waterloo.....	1,949	1,802	1,112	1,153	970	7	121
Leamington.....	311	193	217	249	185		43
Lindsay.....	159	84	137	164	139		13
Listowel.....	128	106	120	110	93		11
London.....	3,538	2,148	2,691	3,295	1,952	209	449
Midland.....	528	377	569	605	583		128
Napanee.....	192	140	167	161	130		29
Newmarket.....	145	99	183	147	117		16
New Toronto.....	1,694	1,632	1,172	866	697		166
Niagara Falls.....	860	532	758	832	617		160
North Bay.....	1,257	763	929	830	739	50	167
Orangeville.....	76	76	80	73	61		9
Orillia.....	457	388	318	375	258		91
Oshawa.....	1,296	1,129	1,583	1,029	805	7	652
Ottawa.....	7,231	2,781	5,508	5,573	4,019	11	660
Owen Sound.....	537	263	585	538	435	6	101
Paris.....	96	195	53	62	44		10
Parry Sound.....	386	193	334	279	278		39
Pembroke.....	1,274	663	872	1,025	942		141
Perth.....	232	151	202	201	146	11	39
Peterborough.....	950	558	971	1,074	780		169
Picton.....	152	50	163	151	166		19
Port Arthur.....	4,022	4,117	1,913	1,963	1,567		578
Port Colborne.....	459	287	487	364	419		60
Port Hope.....	109	98	99	105	74		24
Prescott.....	180	131	183	157	141		25
Renfrew.....	202	89	174	242	156		47
St. Catharines.....	1,821	1,012	1,804	1,924	1,519		429
St. Thomas.....	1,084	903	678	767	589	18	131
Sarnia.....	1,010	575	1,005	891	751	1	149
Sault Ste Marie.....	1,479	1,293	911	951	850		176

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
MARCH 30 TO MAY 3, 1945—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Simcoe.....	347	226	374	364	328		30
Smith's Falls.....	222	75	219	245	195		33
Stratford.....	442	253	466	504	340	36	62
Sturgeon Falls.....	235	91	242	243	175		43
Sudbury.....	3,470	2,826	1,909	1,861	1,550	45	431
Tillsonburg.....	132	79	110	114	100		10
Timmins.....	1,215	941	1,645	1,251	935	38	628
Toronto.....	35,974	25,145	23,468	25,445	16,867	201	6,045
Toronto Junction.....	4,112	3,129	2,215	2,581	1,695	14	495
Trenton.....	418	272	373	418	336		59
Walkerton.....	258	200	217	197	155		61
Wallaceburg.....	204	170	253	250	298		35
Welland.....	1,192	2,305	837	739	591		109
Weston.....	2,027	1,229	555	544	688		72
Windsor.....	3,806	1,279	4,180	4,500	2,998	114	1,292
Woodstock.....	349	494	306	323	255		58
Manitoba	13,005	6,528	12,167	12,307	6,493	1,340	5,782
Brandon.....	768	555	478	547	390		253
Dauphin.....	395	278	461	184	134		207
Flin Flon.....	307	358	141	127	117	5	37
Portage la Prairie.....	280	145	385	271	222		233
Selkirk.....	92	47	113	90	89		48
The Pas.....	131	101	168	85	53	2	75
Winnipeg.....	11,032	5,044	10,421	11,008	5,497	1,333	4,929
Saskatchewan	7,825	4,397	7,631	6,734	4,322	297	2,568
Estevan.....	237	109	167	192	149		50
Moose Jaw.....	1,257	620	732	890	576	17	328
North Battleford.....	278	146	334	219	182		85
Prince Albert.....	631	329	601	517	420		434
Regina.....	2,576	1,496	2,564	2,830	1,498	207	692
Saskatoon.....	2,033	1,147	2,336	1,507	1,055	71	732
Swift Current.....	199	104	150	146	139		37
Weyburn.....	205	196	126	113	114		20
Yorkton.....	409	250	621	320	189	2	190
Alberta	12,869	5,940	10,911	11,351	7,512	732	3,618
Black Diamond.....	130	47	115	127	91		26
Calgary.....	178	195	110	95	93		43
Drumheller.....	4,575	1,797	4,283	4,322	2,754	291	1,483
Edmonton.....	153	343	206	206	114		69
Edson.....	6,030	2,134	5,208	5,405	3,550	410	1,618
Lethbridge.....	209	135	68	68	127		9
Medicine Hat.....	625	383	470	625	384	24	249
Red Deer.....	689	540	291	342	251	7	56
	280	266	160	161	148		65
British Columbia	29,335	15,207	26,600	24,834	17,720	1,016	9,461
Chilliwack.....	410	143	352	353	321		110
Courtenay.....	222	317	138	115	187		70
Cranbrook.....	646	526	180	182	190		40
Dawson Creek.....	157	56	107	126	126		18
Duncan.....	492	389	282	284	401		59
Fernie.....	70	189	61	51	54		15
Kamloops.....	442	281	347	262	247		69
Kelowna.....	334	159	291	267	243		229
Nanaimo.....	400	160	320	338	289	1	141
Nelson.....	632	463	615	498	370		301
New Westminster.....	1,617	720	1,331	1,336	1,074	17	750
North Vancouver.....	326	213	323	268	256		124
Penticton.....	322	181	219	212	195		191
Port Alberni.....	555	333	273	264	333	2	104
Prince George.....	761	246	560	516	550	13	119
Prince Rupert.....	668	425	602	480	404		140
Princeton.....	116	93	88	83	117		19
Trail.....	191	465	354	228	174		263
Vancouver.....	17,601	7,886	17,102	16,052	9,830	890	5,623
Vernon.....	467	125	590	431	435	2	247
Victoria.....	2,575	1,282	2,253	2,209	1,759	91	740
Whitehorse.....	331	555	207	229	165		89
Canada	291,722	189,931	228,033	221,153	156,997	4,996	76,288
Males.....	200,776	133,447	153,170	142,366	105,598	1,715	49,322
Females.....	90,946	56,484	74,865	78,787	51,399	3,281	26,966

Nova-Scotia and Prince Edward Island

Opportunities for employment as reported by Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the five-week period March 30 to May 3, 1945, showed a daily average of 340 in comparison with 252 in the period ending March 29, and 308 during the four weeks March 31 to April 27, 1944. The average number of placements effected daily was 218 during the period under review, compared with 176 in the previous four weeks and 222 during the period ending April 27 a year ago. The decline in the daily average of placements from the period terminating April 27 last year, was not large in these two provinces as a whole under this comparison. Moderate gains were shown in services and trade but were offset by losses in manufacturing and construction. Placements by industrial groups included: manufacturing 2,305; services 1,481; trade 961; public utilities operation 776; construction 455 and mining 166. There were 4,086 men and 2,117 women placed in regular employment.

New Brunswick

Positions offered through Employment Offices in New Brunswick during the period under review, showed increases in the daily average when compared with both the previous four weeks and with the period ending April 27, 1944; there being 312 vacancies notified during the period ending May 3, in comparison with 202 in the preceding four weeks and 219 during the period terminating April 27 last year. There was a daily average of 161 placements compared with 146 in the four weeks ending March 29 and 149 during the period ending April 27 a year ago. Except for a moderate decrease in forestry and logging and a nominal decline in services, all groups showed increases in the daily average of placements over the period ending April 27, 1944, the most significant being in public utilities operation and construction. Placements by industrial divisions included: manufacturing 1,503; services 951; public utilities operation 702; trade 602; construction 520; logging 165 and mining 132. There were 3,204 men and 1,386 women placed in regular employment.

Quebec

There was an increase in the average number of positions available daily at Employment Offices in the province of Quebec during the period ending May 3, when compared with both the previous four weeks and with the period ending April 27 last year; there being 3,389 vacancies notified during the five weeks under review, in comparison with 2,405 in the preced-

ing period and 2,881 during the four weeks ending April 27, 1944. Placements likewise increased under both comparisons, the daily average being 1,670 during the period ending May 3, in contrast with 1,406 in the previous four weeks and 1,462 during the period March 31 to April 27, last year. A very substantial gain in forestry and logging, and a fairly large increase in manufacturing together with gains of moderate proportions in services, construction and trade accounted for the increase in the daily average of placements over the period terminating April 27, 1944. These improvements were offset in part by fairly large declines in public utilities operation and agriculture. Industries in which employment was found for more than 500 workers included: manufacturing 20,390; forestry and logging 3,677; services 6,978; construction 4,458; trade 3,867; public utilities operation 2,676 and mining 835. Placements in regular employment numbered 35,283 of men and 12,712 of women.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario, during the five weeks terminating May 3, was 3,845 in comparison with 3,556 in the previous period and 4,089 during the four weeks ending April 27 a year ago. Placements showed an increase when compared with the preceding period but a decrease in contrast with the four weeks ending April 27, 1944. The daily average was 2,176 during the period under review, 1,934 in the four weeks ending March 29, and 2,209 during the period March 31 to April 27, 1944. The reduction in the daily average of placements from the period ending April 27 last year, was mainly due to a substantial decrease in manufacturing followed by losses of more moderate proportions in forestry and logging, public utilities operation and agriculture. These were offset in part by fairly large increases in construction and services and a moderate gain in finance and insurance. Industrial divisions in which the majority of placements were effected were: manufacturing 25,533; services 12,861; public utilities operation 8,045; trade 7,142; construction 4,942; forestry and logging 1,637; finance and insurance 1,228 and mining 1,112. Placements in regular employment numbered 39,764 of men and 22,398 of women.

Manitoba

Orders received at Employment Offices in Manitoba during the five weeks under review, called for a daily average of 448, compared with 387 in the preceding period and 450 during the four weeks ending April 27, 1944.

The average number of placements reported daily was 270 in contrast with 242 during the period ending March 29, and 275 during the four weeks ending April 27 a year ago. When comparing placements by industrial groups with the period ending April 27 last year, none of the changes were large. Moderate declines in manufacturing and services, and increases in public utilities operation and construction were the most important. Placements by industrial groups included services 2,294; manufacturing 2,021; trade 1,453; public utilities operation 1,101; construction 536; agriculture 167; and finance and insurance 138. There were 3,709 men and 2,784 women placed in regular employment.

Saskatchewan

During the five weeks ending May 3, 1945, the daily average of positions offered through Employment Offices in Saskatchewan was 270, compared with 206 in the previous period and 301 during the period March 31 to April 27, 1944. The average number of placements registered daily was 159 during the period under review, in contrast with 117 in the previous four weeks and 163 during the period ending April 27, last year. When comparing placements by industrial divisions with the four weeks March 31 to April 27, last year, the only change of importance was moderate decreases in public utilities operation and manufacturing. Placements by industrial groups included: services 1,591; trade 931; manufacturing 833; public utilities operation 457; agriculture 439 and construction 267. Placements in regular employment numbered 2,505 of men and 1,817 of women.

Alberta

Employment opportunities are indicated by orders received at Offices in Alberta, during

the period under review, showed a daily average of 444 in contrast with 337 in the preceding period and 520 in the four weeks terminating April 27 a year ago. The average number of placements effected daily was 284 during the period ending May 3, in contrast with 216 in the previous four weeks and 303 during the period ending April 27, 1944. Reduced placements in construction and manufacturing accounted for the decrease from the four weeks ending April 27 last year. Of the changes in all other groups, moderate increases in agriculture, mining and public utilities operation were the most significant. Placements by industrial groups included: services, 2,490; trade 1,439; manufacturing 1,329; public utilities operation 1,032; construction 748; agriculture 551 and mining 483. There were 4,786 men and 2,726 women placed in regular employment.

British Columbia

Orders listed at Employment Offices in the province of British Columbia during the period under review, was 1,012 in comparison with 873 in the previous four weeks and 1,042 in the period ending April 27, a year ago. There was a daily average of 646 placements compared with 574 in the four weeks terminating March 29, and 648 during the period ending April 27, 1944. The increase in the daily average of placements over the period ending April 27, last year, was due to moderate gains in public utilities operation and services. This advancement was largely offset by decreases in construction, manufacturing, and forestry and logging. Industrial divisions in which the majority of placements were effected were: manufacturing 5,079; services 4,601; forestry and logging 2,373; public utilities operation 2,249; trade 2,151; construction 1,515 and mining 322. Placements in regular employment numbered 12,261 of men and 5,459 of women.

Annual Review of Employment in Canada, 1944

IN its annual review of employment in Canada, 1944, the Dominion Bureau of Statistics reported that the year was characterized by a greater degree of stability in industrial employment as a whole than any other year since 1920, the year employment statistics were first recorded. It is pointed out that this situation was an obvious development in view of the stage reached in the progress of the war, the production for military needs and the heavy drains made on the manpower of the Dominion since the outbreak of hostilities.

The report stated that "pre-war experience shows that in general, the trend from the beginning of January to the end of the year is favourable, there normally being a gain of over six per cent in this comparison, while in the period 1939-1943, the seasonally buoyant movements were inflated by wartime demands on industry." In 1944, the indexes of employment at January 1 and December 1 coincided and were the highest figures in the twelve months.

There were six general increases and an equal number of decreases during 1944, when

the variation between the low and the high index numbers was 7.5 points. In 1943, the range was 12.3 points and in 1942 it was 21.4 points. The normal variation, according to the experience of the years, 1929-1937, used in calculating seasonal adjustment, amounts to nearly eleven points. In the first quarter of 1944, industrial employment was at a higher level than in the same months of any previous year; in subsequent months, this superior position was lost, however.

At December 1, 1944, the index was lower by 2.5 per cent than at the same date in 1943, and slightly below that at the beginning of 1942. The annual index for 1944 at 183.0 per cent of the 1926 average was very little lower than the 1943 mean of 184.1 and was otherwise the highest in the record of 25 years. Increasingly acute shortages of labour during 1944 were reflected in the employment of important numbers of female workers, many of whom were engaged on a part-time basis.

TABLE I.—SUMMARY OF THE STATISTICS OF EMPLOYMENT AND PAYROLLS REPORTED MONTHLY BY THE CO-OPERATING ESTABLISHMENTS DURING 1943 AND 1944

Geographical and Industrial Unit	1943					1944				
	Annual Averages of		Average Weekly Earnings	Annual Average Indexes of		Annual		Average Weekly Earnings	Annual Average Indexes of	
	Em- ployees	Weekly Payrolls		Em- ploy- ment	Pay- rolls	Em- ployees	Weekly Payrolls		Em- ploy- ment	Pay- rolls
			June 1, 1941 = 100					June 1, 1941 = 100		
	No.	\$	\$			No.	\$	\$		
(a) PROVINCES										
Maritime Provinces.....	137,530	3,880,631	28-19	119-5	155-5	139,207	4,221,515	30-33	120-1	167-1
Prince Edward Island.....	2,235	53,767	24-01	107-1	121-5	2,686	70,061	26-06	124-0	152-4
Nova Scotia.....	83,302	2,444,113	29-31	121-0	158-9	82,675	2,636,254	31-88	118-7	168-6
New Brunswick.....	51,993	1,382,751	26-60	118-3	151-4	53,846	1,515,200	28-16	122-6	165-3
Quebec.....	587,302	17,073,442	29-06	127-1	155-6	581,401	17,566,413	30-22	124-9	157-6
Ontario.....	755,301	24,030,165	31-82	114-8	135-3	755,792	24,773,469	32-78	114-3	138-2
Prairie Provinces.....	191,580	5,812,019	30-32	110-2	128-1	201,152	6,355,928	31-59	114-6	138-0
Manitoba.....	90,193	2,697,129	29-90	110-3	124-6	93,318	2,898,962	31-06	113-8	133-3
Saskatchewan.....	36,585	1,061,876	29-07	103-6	120-5	38,988	1,181,208	30-29	108-6	130-9
Alberta.....	64,802	2,053,014	31-65	114-4	137-6	68,846	2,275,758	33-05	119-3	148-9
British Columbia.....	176,821	6,107,721	34-52	140-8	174-5	173,299	5,999,722	34-63	137-7	169-2
Canada.....	1,848,534	56,903,978	30-78	120-4	144-9	1,850,851	58,917,047	31-84	119-8	148-2
(b) CITIES										
Montreal.....	286,830	8,756,429	30-50	133-0	161-5	289,550	9,158,612	31-64	133-1	165-1
Quebec City.....	38,987	1,038,435	26-58	165-9	215-0	38,752	1,137,795	29-37	163-7	232-0
Toronto.....	251,322	7,948,006	31-62	127-3	150-9	255,483	8,306,722	32-51	128-9	156-0
Ottawa.....	22,188	591,437	26-65	111-6	129-3	22,021	610,195	27-70	110-7	132-8
Hamilton.....	61,008	1,979,404	32-45	115-3	136-1	59,289	1,962,229	33-10	111-7	134-4
Windsor.....	41,579	1,726,959	41-61	132-9	145-3	39,714	1,694,969	42-68	126-6	142-0
Winnipeg.....	58,320	1,633,235	28-00	113-9	126-3	61,166	1,757,093	28-73	118-8	134-6
Vancouver.....	87,886	2,938,994	33-43	173-2	223-5	86,998	2,914,753	33-52	171-0	218-2
Total—Eight Leading Cities.....	848,120	26,612,899	31-38	132-0	156-8	852,973	27,542,368	32-29	131-9	160-9
(c) INDUSTRIES										
Manufacturing.....	1,180,550	37,210,309	31-50	134-6	163-9	1,175,415	38,389,906	232-66	133-6	167-8
Durable Goods.....	663,878	22,955,869	34-40	156-0	193-1	644,747	23,080,788	35-82	151-3	193-3
Non-Durable Goods.....	498,695	13,607,103	27-28	115-2	133-4	512,624	14,637,484	28-55	117-9	141-9
Electric Light and Power.....	17,977	645,782	35-92	94-2	105-0	18,044	671,634	37-23	94-6	109-2
Logging.....	53,994	1,311,963	24-78	114-0	143-6	64,579	1,702,502	26-54	136-3	182-4
Mining.....	74,070	2,672,498	36-09	89-4	102-7	72,427	2,755,156	38-05	87-2	105-3
Communications.....	27,910	819,563	29-36	107-5	116-5	29,072	895,734	30-81	111-8	127-1
Transportation.....	144,463	5,178,418	35-86	115-3	130-2	154,304	5,724,559	37-07	122-3	142-0
Construction and Maintenance	163,809	4,853,782	29-64	93-0	121-1	132,596	3,935,209	29-74	75-1	97-7
Services.....	42,457	789,158	18-58	111-1	128-7	46,216	896,978	19-41	118-3	140-9
Trade.....	161,281	4,068,287	25-23	98-9	108-7	176,242	4,617,003	26-21	104-7	117-3
Total—Eight Leading Industries.....	1,848,534	56,903,978	30-78	120-4	144-9	1,850,851	58,917,047	31-84	119-8	148-2
Finance.....	63,892	1,994,764	31-19	106-5	115-5	65,329	2,116,334	32-35	108-9	122-5
Total—Nine Leading Industries.....	1,912,426	58,898,742	30-79	119-8	143-7	1,916,180	61,033,381	31-85	119-3	147-1

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Tables 4 and 5, with the exception of electric light and power.

The growth of the number of women in recorded employment in 1944, however, was not so pronounced as in earlier war years. "A tremendous expansion in industrial activity" took place in the Dominion in the months following the fall of France in 1940. In 1942, there was a perceptible slackening in the rate of expansion, succeeding by a more pronounced slowing in 1943, while the movement in 1944 became slightly retrogressive. However, it is pointed out that in spite of this falling-off, employment continued at an exceptionally high level.

In compiling the annual review for 1944 the Dominion Bureau of Statistics tabulated a total of 175,700 returns in employment in the eight leading industries, namely, manufacturing, logging, mining, transportation, communications, construction, services and trade. The average number of reports received monthly was 14,641; the staffs of the co-operating employers in the eight leading industries averaged 1,850,851, ranging from 1,796,340 at May 1 to 1,887,752 at the beginning of December. In 1943, the 13,756 establishments furnishing data had reported a monthly average of 1,848,534, varying from a minimum of 1,788,820 at the first of May, to a maximum of 1,916,588 at December 1. Increased coverage of industry, as a result of the growth in the number of employers reporting, accounts for the apparently higher number in recorded employment in 1944. This factor was included in the computation of the index. Standing at 183.0, this was 0.6 per cent below the 1943 mean, but was 5.4 per cent higher than that of 173.7 in 1942 and exceeded the 1939 annual index by 60.7 per cent. The pre-war high figure was that of 119.0 in 1929.

Payrolls

Although there was in 1944 a minor decline from 1943 in the general index of employment, a moderate increase in the same comparison was shown in the reported payrolls. In the eight leading industries the amounts distributed in one week in each month averaged \$58,917,047, indicating the disbursement of \$3,063,686,000 during the year by the larger employers in the eight leading industries. The sums reported represented an average earned income of \$31.84 per week for the typical individual in recorded employment, as compared with \$30.78 in 1943, \$28.56 in 1942 and \$26.17 in the seven months of 1941 for which statistics were available.

In addition to the returns from the eight leading industries, information was furnished by 800 financial institutions and branches with staffs averaging 65,329 per month. The weekly payrolls of these persons were stated as \$2,116,334, a mean of \$32.35 per employee during 1944, as compared with \$31.19 in 1943 and \$30.20 in 1942.

By including these figures with those of the eight leading industries, the total labour force of whose employment there is current record was 1,916,180. The gross weekly payrolls in the nine industrial divisions in 1944 averaged \$61,033,381, or an annual payroll of approximately \$3,173,735,800, disbursed in salaries and wages by the co-operating establishments. The average per employee in the nine groups in 1944 was \$31.85, as compared with \$30.79 in 1943 and \$28.61 in 1942. The latest annual index of aggregate payrolls exceeded that of 1943 by over two per cent. The average earnings of the typical individual in recorded

TABLE II.—ANNUAL AVERAGE INDEX NUMBERS OF EMPLOYMENT IN CANADA AS A WHOLE, IN THE EIGHT LEADING CITIES TAKEN AS A UNIT, AND ELSEWHERE IN THE DOMINION, 1929-1944

(1926=100)

Year	Canada	Eight Leading Cities	Elsewhere
1929	119.0	119.3	118.9
1930	113.4	114.2	112.9
1931	102.5	104.3	101.1
1932	87.5	90.2	85.3
1933	83.4	83.0	83.7
1934	96.0	88.2	102.1
1935	99.4	93.1	104.5
1936	103.7	97.7	108.4
1937	114.1	105.8	120.8
1938	111.8	105.7	116.7
1939	113.9	107.8	118.8
1940	124.2	118.9	128.1
1941	152.3	149.0	155.0
1942	173.7	177.7	170.7
1943	184.1	196.0	175.2
1944	183.0	195.9	173.3

employment were 3·4 per cent higher than in 1943 and 11·3 per cent above the 1942 mean.

The factors contributing to the substantially greater rise in the index of aggregate payrolls than in that of employees were stated to be as follows: (1) The concentration of workers in the heavy manufacturing industries, where rates of pay were above the average and, in addition, there was a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of the workers; (3) the progressive up-grading of employees as they gained experience; and (4) the payment of higher wage-rates in a large number of cases. The report suggests that with the changing situation in the European war, these factors may become of diminishing importance, the peak of payrolls probably having been reached in 1944, as the high point in employment was recorded in 1943.

Employment in Provinces

Geographically, employment in 1944 declined in Nova Scotia, Quebec, Ontario and British Columbia, while in the other provinces activity reached new high levels. In all the provinces except British Columbia, the reported salaries and wages, on the whole, were at the maximum in the record, which goes back only to the spring of 1941.

Employment in Eight Leading Cities

As in former years the Bureau of Statistics segregated the data obtained from the eight Canadian cities having a population in excess of 100,000. Taken as unit, employment in these cities showed relatively little change from 1943, there being a reduction of 0·1 per cent in the composite index—195·9 as compared with 196·0 in 1943. With the exception of Winnipeg, however, there was a decided slackening in the latter months of 1944. On the whole, activity was reduced in Quebec City, Ottawa, Hamilton, Windsor and Vancouver, while in Montreal, Toronto and Winnipeg, the annual indexes in 1944 reached new peaks. The index of payrolls in the eight cities as a whole in 1944 was 160·9, or 2·6 per cent higher than the 1943 figure of 156·8. Only in Hamilton, Windsor and Vancouver were the disbursements in 1944 lower than in the preceding twelve months. In all eight cities, the general average earnings per person in recorded employment reached new high levels. The index of employment in manufacturing in the eight leading cities taken as a unit averaged 238·9 in 1944, when the figure was 6·4 per cent above that for the Dominion. As compared with 1943, there was a decline

of 1·3 per cent in manufacturing in the cities and of 0·8 per cent in Canada as a whole. Activity in construction, on the other hand, declined to a much smaller extent in the larger centres during 1944, than was the case in the other areas, while service and trade showed more pronounced expansion. Nearly 54 per cent of the persons in recorded employment in manufacturing in the Dominion in 1944, were reported by firms in the eight leading cities; this ratio was practically the same as in 1943.

Sex Distribution of Persons in Recorded Employment at October 1, 1944

Of the total of 1,928,111 persons reported as on the staffs of the firms reporting in the nine leading industrial groups at October 1, 1944, 1,406,132 were men or boys and 521,979 were women or girls. The latter number constituted 271 per thousand workers of both sexes, a ratio which was higher than the October 1, 1943 proportion of 262. In the twelve months ending October 1, 1944, it was estimated that there had been an increase of 1·2 per cent in the number of female workers. While the number of male employees had fallen by 3·3 per cent. It is probable that many of the women added to the working force were part-time workers.

The report draws attention to the upward trend in average earnings in 1944, despite the indicated decline in the number of male wage-earners. The weekly per capita earnings reported in the various industries and areas between October 1, of 1943 and 1944 showed widespread gains, resulting in certain cases from higher wage rates, but more generally, from the up-grading of workers, both male and female, as they acquired experience. The movement of workers from low-pay to high-pay industries was a factor of lesser importance in 1944 than in earlier phases of the industrial war effort. It is pointed out that, as in 1943, there was a tendency for the smallest gains in the weekly averages to appear in the industries and areas where the proportions of women workers showed unusually large increases. "The length of service of the female recruits to industry, would obviously be one of many factors contributing to this result, as would the fact that absenteeism is frequently more pronounced among women, particularly among those with home responsibilities."

Of the 521,979 women in recorded employment in the nine leading industrial divisions at October 1, 1944, 332,180 or 63·6 per cent belonged in manufacturing, including electric light and power. The proportion at October 1,

1943 was 66 per cent and at October 1, 1942 it was 66.6 per cent.

Attention is drawn in the report to the highly important increases in the numbers and proportions of female workers in the various manufacturing industries between 1939 and October 1, 1944. "Extremely marked expansion was indicated in the aircraft industry, where the ratio rose from 30 per thousand of both sexes in 1939 to 291 in the latter part of 1944, while the number of females employed therein increased by many thousand-fold." In shipbuilding, the advance was from 14 per thousand in 1939 to 68 at October 1, 1944. "At that date (October 1, 1944) as in 1939, the tobacco and textile industries reported the highest proportions of female workers indicated in 1944; the growth in the proportion of

women in the last two industries during the war, however, was not so great as in many other lines." The iron and steel division, which had accounted for five per cent of the total women employed in manufacturing according to the annual census in 1939, reported no less than 21.6 per cent of the total included in the survey for October 1, 1944. The majority at the latter date belonged in the firearm and aircraft industries.

"It is interesting to note," the report states, "that the number of females in factories in the eight leading cities at October 1, 1944 made up almost three-fifths of the Dominion total of females in the manufacturing group as reported by firms having 15 or more employees."

Quebec Association for Prevention of Industrial Accidents Inc.

IT is asserted in the Annual Report of the Quebec Association for the Prevention of Industrial Accidents for the year 1943 that "never in the history of industry has there been a period when Executive participation in the work of accident prevention received such a challenge". However, it is stated that in 1943, there were many definite indications that industrial management throughout the province was showing increasing interest in safety measures and a willingness to co-operate in an active safety program. The following figures are given in the report as indicating accident trends for the years 1939 to 1943, inclusive:

Year	Compensable Claims	Medical Claims
1939	9,413	15,598
1940	11,574	22,594
1941	16,075	32,865
1942	20,070	39,213
1943	19,931	35,630

During 1943, fourteen regional safety conferences were held in strategic industrial centres throughout the province. These conferences were well attended by both employers and

workers in the several districts. "A very conservative estimate of attendance... would be: Employers' luncheons or dinners, 2,500 and Workers' safety rallies, 11,000." Representatives of the Workmen's Compensation Commission assisted materially in making the conferences successful.

In addition to the conferences, numerous meetings of plant safety committees and supervisory personnel were held. Sound-films in both English and French were used for graphic presentation of methods of preventing industrial accidents. Inter-plant safety competitions were conducted during the year and trophies were awarded in some sixteen different industrial categories, while nearly a thousand certificates were for outstanding achievements in safety promotion.

In the course of the year the Association's safety officers made a total of 14,612 visits. In connection with these visits, 8,985 of the more serious accidents were investigated and 14,633 recommendations made to eliminate accident causes. In most instances, these recommendations were carried out by management.

Strikes and Lockouts

Strikes and Lockouts in Canada During May, 1945

THERE was little strike activity in Canada during the month. There were nine strikes recorded in May as compared with nine the previous month and 25 in May, 1944. The number of workers involved showed a decrease and the time loss in man-working days declined sharply both as compared with the previous month and with May, 1944. Preliminary figures show nine strikes in existence during May, 1945, involving 3,035 workers and causing a time loss of 6,340 days, as compared with nine strikes in April, 1945, with 4,363 workers involved and a time loss of 25,169 days. In May, 1944, there were 25 strikes, involving 22,827 workers, with a time loss of 126,386 days.

Preliminary figures for the first four months of this year show 70 strikes, involving 22,435

workers, with a time loss of 79,035 man-working days, as compared with 91 strikes, with 42,354 workers involved and a time loss of 308,760 days, for the same period last year.

Of the nine strikes recorded for May, 1945, all of which were terminated during the month, one resulted in favour of the workers, one in favour of the employer, one was a compromise settlement, one was partially successful and five were indefinite in result, work being resumed pending final settlement.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
Cumulative totals.....	70	.....	22,435	.....	79,035
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
Cumulative totals.....	91	.....	42,354	.....	308,760

* Preliminary.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strike is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1945*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1945				
MINING—				
Coal miners,* Minto, N.B.	2	126	170	Commenced May 1; misunderstanding <i>re</i> extension of agreement; terminated May 2; conciliation, federal, and reference to Provincial NLRB‡; indefinite.
Coal miners, Florence, N.S.	1	650	1,300	Commenced May 3; for payment for loaders on datal basis for one shift following mechanical breakdown; terminated May 4; negotiations and return of workers pending settlement; indefinite.
Coal miners, New Waterford, N.S.	1	740	1,700	Commenced May 2; for payment for loaders for coal left on long wall; terminated May 5; return of workers; in favour of employer.
MANUFACTURING—				
<i>Miscellaneous Wood Products—</i> Wood factory workers, Thurso, P.Q.	1	155	155	Commenced May 1; for increased wages; terminated May 1; negotiations and return of workers pending joint application to RWLB‡; indefinite.
<i>Metal Products—</i> Freight car factory workers, Trenton, N.S.	1	671	2,000	Commenced May 3; for production bonus for gang leaders; terminated May 9; conciliation, federal, and reference to RWLB; indefinite.
Metal factory workers, Welland, Ont.	1	173	200	Commenced May 9; against reduction from eight to seven men on furnace crews when power reduced; terminated May 10; negotiations; compromise, one furnace shut down and crew absorbed on other furnaces.
Freight car factory workers, Trenton, N.S.	1	175	130	Commenced May 26; against suspension of a worker for absenteeism; terminated May 26; negotiations; in favour of workers.
Metal factory workers, Lachine, P.Q.	1	220	85	Commenced May 30; for union recognition; terminated May 30; return of workers pending further negotiations; indefinite.
SERVICE—				
<i>Business & Personal—</i> Window cleaners, Montreal, P.Q.	15	125	600	Commenced May 1; for increased wages; terminated May 4; return of workers pending reference to RWLB; partially successful.

*Preliminary data based where possible on direct reports from parties involved, in some cases incomplete subject to revision for the annual review.

†In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡NLRB—National Labour Relations Board; RWLB—Regional War Labour Board.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principle statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to war conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1945, was 165 and 29 were still in progress from the previous month, making a total of 194 during the month, in which 73,600 workers were involved and a time loss of 398,000 working days was caused.

Of the 165 work stoppages commencing in March, 25 arose out of demands for advances in wages, three over proposed reductions in wages, 43 on other wage questions, four over

questions as to working hours, 26 over questions respecting the employment of particular classes or persons, 55 on other questions respecting working arrangements, six as to questions of trade union principle, and three were in support of workers involved in other disputes.

Australia

Figures for the second quarter of 1944 show 235 strikes, involving 56,497 workers, with a time loss of 133,401 working days. For the third quarter of 1944 the figures are 256 strikes, involving 73,904 workers, with a time loss of 185,508 working days.

British India

Preliminary figures for December, 1944, show 49 strikes, involving 48,666 workers, with a time loss of 104,748 working days.

United States

Preliminary figures for April, 1945, show 450 strikes and lockouts beginning in the month, in which 285,000 workers were involved. The time loss for all strikes in progress during the month was 1,330,000 working days. Corresponding figures for March, 1945, are 400 strikes, involving 210,000 workers, with a time loss of 860,000 working days.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

THE Merchant Seamen Special Bonus Order provides for certain seamen to receive a bonus of 10 per cent of their total earnings at the end of the war. Temporary certificates may be issued to masters to take charge of certain cargo ships within specified limits. Annual increases have been restored to Government employees whose annual salaries are \$3,000 or more. New pilotage by-laws have been made for certain districts.

In Alberta two weeks' annual holiday with pay has been provided for coal miners. In British Columbia new regulations apply to

passenger elevators and to women factory workers. The annual summer Orders have been made for women employees in British Columbia resort hotels in unorganized districts, and for workers in the fruit and vegetable industry. In Saskatchewan the allowance payable to mothers has been raised and a \$3 supplemental allowance provided for old age and blind pensioners. Saskatchewan has restored the annual three weeks' holiday with pay in the Public Service. In this province, too, new regulations for the use of pressure vessels have been made.

Dominion

Merchant Seamen Special Bonus Order

An Order in Council (P.C. 3227) of May 3, 1945, gazetted May 14, provides for a seaman, who has served at least six months on ship since September 10, 1939, to receive at the end of the war a bonus of 10 per cent on his total earnings, if he enrolls in the Merchant Seamen Reserve prior to August 31, 1945, or if he signs (or has signed) an agreement to serve for the duration of the war. A seaman with six months ship service who is medically unfit to enrol in the Merchant Seamen Reserve or in a manning pool is also eligible for the bonus.

A seaman with such service who subsequently becomes a member of the Armed Forces of Canada is to receive the bonus on discharge. In case of the death of a seaman the bonus is to be paid to his legal representatives.

The bonus is not payable for the period during which a seaman is eligible to receive a bonus under the Merchant Seamen War Service Bonus Order (L.G. 1944, p. 674). Seamen permanently employed by an owner or charterer of a ship, including radio operators employed by the Canadian Marconi Company, are entitled to the bonus if they agree in writing with the Director of Merchant Seamen before August 31, 1945, to continue serving at sea if required with the same employer, until the end of the war. A seaman residing in Canada on September 30, 1939, who later served on a United Kingdom ship and who

became liable for service for the duration on such a ship because of joining a United Kingdom Merchant Navy Reserve Pool, will be assumed to have enrolled in the Merchant Seaman Reserve prior to August 31, 1945, and will be eligible under this Order, except that "total earnings" in such case means wages, not including overtime, together with War Risk bonus earned on a ship in dangerous waters for as long as he is required to serve in the Pool, but does not include wages or War Risk bonus earned during a voyage after which he receives a discharge endorsed "D.R."

No bonus is payable to a seaman discharged from a manning pool for misconduct unless the Director, in knowledge of the facts, decides in his favour. Any eligible seaman may make application to the Director submitting certificates of discharge covering his full period of sea service since September 10, 1939, a statement of wages received on discharge, and any further information required by the Director. A seaman eligible to receive a bonus is assumed to have been in service as defined in the Veterans' Insurance Act, and is entitled to all benefits provided by the Act as if he were a veteran.

A seaman eligible for bonus is entitled to receive from the Director his railway fare from the port of official discharge in Canada to his residence in Canada, provided that a seaman discharged for medical reasons may receive his fare at the time of discharge. The Minister may make a grant to seamen eligible

for bonus to assist them in undertaking courses to increase their skill and knowledge for advancement in the Merchant Navy. All provisions of the Post-Discharge Re-establishment Order respecting vocational and technical training benefits are applicable *mutatis mutandis* to such grants.

Payment is monthly in arrears not exceeding his average monthly wages together with War Risk bonus earned on a ship during service between September 10, 1939, and April 1, 1944. The Order is administered by the Minister of Transport who may make necessary rules and orders to put this Order into effect.

Temporary Masters' Certificates for Certain Cargo Ships

A regulation of May 8, 1945, gazetted May 21 (P.C. 3244), provides for a temporary certificate as Master to be issued, upon payment of five dollars, to an applicant who is a British subject and who has passed the prescribed examination, to take charge of a cargo ship of between 40 and 150 tons gross tonnage engaged in home-trade inland or minor waters voyages within specified limits, if the Minister of Transport is satisfied that a duly certificated Master cannot be obtained. Such a certificate, valid for any period up to one year, but subject to suspension or cancellation for cause by the Minister, must describe the ship for which the certificate is issued, and specify the limits of the voyages which may be taken.

Veteran's Child Granted Allowance During Schooling up to 19 Years of Age

An Order in Council (P.C. 2971) of April 24, 1945, under the War Measures Act, adds to the definition of "child" for the purpose of the payment of a pension or allowance under the War Veterans' Allowance Act, 1930, and the Veterans' Dual Service Pension Order (L.G. 1944, p. 1405), a boy between 16 and 19 and a girl between 17 and 19, who is making satisfactory progress in school.

Salary Increases Restored to Certain Government Employees

Annual increases in salaries to civil servants and similar increases to employees not subject to the Civil Service Act are to be resumed to permanent employees of the Dominion Government whose annual salaries are \$3,000 or more. An Order in Council (26/2969) of April 25, 1945, revokes P.C. 9/628 of January 26, 1942, which prohibited statutory increases to employees receiving \$3,000 a year or over.

Pilotage By-laws in Certain Districts

An Order of May 1, 1945, gazetted May 19, rescinds by-law 53, (L.G. 1942, p. 690) governing the Pilotage District of New Westminster and establishes a new one.

The new by-law raises from seven to ten per cent of the gross revenue of the district the amount set aside each year for pensions. Pension payments depend on length of service subject to the provision that a licensed pilot is not entitled to any pension if he is retired under 50 years of age, or because of physical or mental disability occurring during temporary absence for other employment, or if his death occurs during such absence; but he or his estate may receive a refund without interest of a sum determined by the pilotage authority. It is also provided that a licensed pilot, retired at 50 or over, is entitled to a pension for life of two-thirds of what he would have received at retirement because of age or incapacity. At death not more than one-half the amount he was receiving is payable to his widow during widowhood.

The new by-law raises from \$50 to \$60 the amount payable to a pilot for each year of service, providing he does not receive more than \$1,200 in a year. His widow is entitled, during widowhood, to receive a monthly payment of not more than one-half the sum that would have been payable to her husband on retirement. Upon her death the pension may be divided equally among the pilot's surviving children up to the age of 18 years. The provision that no child may receive more than \$300 in any year has been dropped. Various changes in wording have been made to clarify the meaning.

New by-laws of May 12, 1945, gazetted May 18, effective April 1, 1945, give to any pilot in the four districts mentioned below, who fails to pass the annual examinations for eyesight, colour vision, form vision and hearing, a right to appeal for another examination at his own expense. The decision of the pilotage authorities is then final. The following by-laws are rescinded: by-law 18 (L.G. 1940, p. 808) for the Sydney, Nova Scotia pilotage district; by-law 24 of April 28, 1930, for the Halifax district; by-law 16 (L.G. 1943, p. 1566) for Bras d'Or Lakes; and by-law 24 of December 12, 1934, for the Saint John, New Brunswick district.

Other Orders: The following Orders have been summarized elsewhere in this issue: P.C. 3206 governing the appointment of an advisory committee on university training for

veterans; P.C. 3589 amending the Unemployment Insurance Act, 1940; P.C. 3671 regarding conventions and recommendations of the

International Labour Conference; and P.C. 3683 governing the Industrial Selection and Release Board and Committee.

Provincial

Alberta Hours of Work Act

Order 33 of March 29, 1945, and effective April 30, limits the hours of labour of all workers above ground about a coal mine to eight in a day and 48 in a 6-day week.

Alberta Labour Welfare Act

Order 1 under this Act, providing for holidays with pay for all employees in the coal mining industry, was made March 29, 1945, gazetted and effective April 30.

The Order stipulates that every employee must be given two weeks' holiday with pay at the basic daily wage-rate provided he has, between April 1 and September 1, in any year been in the employment of one employer for at least 12 consecutive months, and provided in addition, that he has not been absent from work for more than 90 days, including Sundays, public holidays, and vacation during this 12-month period, except due to reasons beyond his control.

Alberta Male Minimum Wage Act

An Order (No. 25) of March 29, 1945, gazetted and effective April 30, fixes for all workers above ground on or about any place where there is any natural bed of coal or where the land is being prepared for mining, a minimum rate of time and one-half for work in excess of eight hours in any one day, and 48 in any week of six days.

British Columbia Factories Act

Passenger Elevators.—Regulations governing passenger elevators in any buildings were approved by Order in Council of May 11, and gazetted May 17.

Each elevator must have automatic stops on the up-going side of the belt above the upper landing, so that, when the stops are thrown, the lift cannot be started again except from above the landing, and in addition, the belt may not travel more than two feet in either direction.

A hand-operated stopping device must be provided so that the lift may be stopped at any point by pulling the lever in the direction of belt travel.

A factor of safety of not less than six must be used for all materials in the construction

of lifts and the carrying load must not exceed 150 pounds per step. Other safety precautions include shear plates at an angle of not less than 60° and funnel-shaped at points of up-travel at which there is a projection within three feet, in any direction, in or in front of plate or belt; standard railings and toe-boards around all floor openings placed so as to allow a landing space of not less than two feet; non-slip floors inside the rail; operation instructions at each landing; warning signs and hand-holds. The minimum diameter of any floor-opening must be 30 inches. There must be 14 inches between the edge of the step and the floor opening measured at right angles to the plane of the belt and a four-foot clearance between the head pulley and the roof. An emergency platform provided with a permanent ladder or stairs to the top landing must be installed three feet below the highest point of belt travel when the latter is more than five feet above the landing. The maximum speed of the lift must not exceed 80 feet per minute. No passenger may be carried during freight transit, nor may the lift carry other than hand tools.

Women Workers.—Regulations governing female factory employees were also approved on May 11, and gazetted May 17.

On the written direction of the factory inspector, seats with back-rests and dressing-rooms with individual lockers must be provided for female workers. Women must not lift more than 35 pounds or do any overhead lifting or stacking. Those working near hazardous power-driven machinery must wear a cap, slacks, a coverall, or other approved substitutes. If the inspector so directs in writing, jewellery, open-toed shoes, and high heels may not be worn during working hours.

British Columbia Female Minimum Wage Act

The annual summer Order (52 p.) for the hotel and catering industry was made May 17, 1945, gazetted May 25.

Between June 18 and September 8, 1945, employees in resort hotels in unorganized districts may not work more than 10 hours in a day, nor more than 56 in a week. For work in excess of 48 hours time and a half must be paid. A 24-hour rest period must be given in each week. Under exceptional circumstan-

ces, employers and employees may apply to the Board for different arrangements. The provisions of Order 52b (LABOUR GAZETTE 1938, p. 622) are waived, which stipulate that the hours of an employee on a split shift must be confined within the 14 hours after he begins work, and each employee whose split shift extends over 12 hours must be paid at not less than one and one-half times the regular rate for the extended time.

British Columbia Hours of Work Act

Regulation (211) of May 17, 1945, gazetted May 25, provides that workers in the fruit and vegetable industry, including canning, preserving, drying, or packing fresh fruit or vegetables, may be exempt from the operation of the Act until March 31, 1946.

Quebec Minimum Wage Act

Order 16 governing butter and cheese exporters and Order 42 applying to work in connection with peat bogs have been renewed until January 1, 1947, by Orders of March 26, 1945, gazetted April 14.

The following have also been renewed until January 1, 1947, by Orders of April 9, gazetted and coming into force May 12: Order 17 governing laundries in the Montreal district; Order 13 for the match industry; Order 19 for full-fashioned hosiery mills.

Saskatchewan Child Welfare Act Mothers' Allowances

An Order rescinding previous Orders in Council governing mothers' allowances and establishing new regulations was made on April 19 and gazetted April 30, 1945. The amount of the allowance payable has been raised considerably over the scale established in 1942.

Under the new regulations a Social Welfare Board determines the amount payable and advises the Minister of Social Welfare regarding the Child Welfare Act and these regulations. Records are kept by the Director of the Social Aid Branch who advises the Board regarding granting, continuing, altering or withdrawing allowances, and performs other duties under the Act. The regulations lay down the procedure to be followed in connection with the payment of allowances.

The maximum allowances payable have been increased over those established in 1942 and in each case the maximum additional income permitted is \$540 a year. The present allowances and the increases are shown below:

	per month	per annum
Mother and 1 child from ..	\$10	to \$300
Mother and 2 children from	\$15	" \$420
" " 3 " "	\$20	" \$480
" " 4 " "	\$24	" \$540
" " 5 " "	\$28	" \$600
" " 6 " "	\$32	" \$660
" " 7 " "	\$36	" \$720
" " 8 " "	\$40	" \$780
" " 9 " "	\$44	" \$840

Mother with 10 children or more from \$48 per month to \$900 per annum.

The mother's allowance may be increased by \$120 a year where there is an incapacitated husband living at home. The allowance is to be reduced by \$120 where both parents are dead and a guardian is appointed to receive the allowance. In such case the children are not eligible for an allowance if there is other income. Where a mother is dead and the father is living but incapacitated, and a guardian is appointed, the allowance is as indicated above. The Board may permit a higher maximum income, apart from the allowance, where there are dependent children between 16 and 21 living at home, who are going to school or are incapacitated. Satisfactory progress at school must be certified by the teacher. In the case of incapacity of a parent or child a medical examination is required, to be repeated annually, if necessary.

The allowance must be reduced by a proportionate amount when the annual income of the mother, father, or the family exceeds \$540. When the dependent children concerned are outside their own home, no allowance may be paid to the recipient or guardian who must be a relative except with the approval of the Board.

To determine the maximum income involved, an applicant must take all sources of income into consideration: annuities, salary and income except family allowances, free rent, free board and room, and in the case of service men and women dependent's allowance with assigned pay but not including assigned pay where no dependent's allowance is payable.

No parent, or parent and dependent children, may receive an allowance where one or all own real and personal property having a net value of more than \$5,000, of which not more than \$2,500 may be in cash, securities or other liquid assets. The regulations lay down the conditions with respect to the amount that may be charged to income, applying to revenue-producing property.

If a recipient remains out of the province for longer than 30 days, her allowance may

be suspended but may be reinstated when the recipient is again in the province and intends to reside there.

The Board may recover any sum improperly paid as a result of non-disclosure of facts, misrepresentation or other cause. The Board may withhold payment, in part or in whole, until the aggregate amount of suspended payments equals the sum improperly paid less any amount recovered from the recipient. The Director may obtain any necessary information, without charge, from any Saskatchewan Government Department.

Saskatchewan Old Age and Blind Persons Pensions Act

A supplemental allowance of \$3 per month to old age and blind pensioners from May 1, 1945, was authorized by an Order made April 19 and gazetted April 30.

Only pensioners whose pensions originated in Saskatchewan are eligible, except where such a pensioner has moved to another province and this latter province enters into a reciprocal agreement with Saskatchewan regarding the payment of supplemental allowances. Allowances may be paid to pensioners during a temporary absence from the province of not more than one month. Where a pensioner is absent for a longer period, the pension authority may withhold payment until the amount wrongfully paid is made up. The pension authority may pay to the estate of a deceased pensioner the supplemental allowance computed to the date of the pensioner's death. No claim may be made against the estate for payments made by way of supplemental allowance.

Saskatchewan Public Service Act

By an Order in Council of May 15, 1945, (O.C. 723/45) gazetted May 31, the annual holiday of three weeks with pay which, in some cases, had been reduced to two weeks, was restored to employees in the Public Service except attendant staffs of mental hospitals. An earlier Order (LABOUR GAZETTE 1943 p. 1034) had authorized Departmental permanent heads of the Public Service and superintendents of mental hospitals in departments or hospitals where there was an acute shortage of staff, to reduce from three weeks to two the annual holidays granted with pay to employees of the Public Service and to provide compensatory leave to such employees in lieu of the week's holiday. This Order has now been rescinded.

Saskatchewan Steam Boilers Act

Regulations for the inspection, operation, and maintenance of pressure vessels were made

April 18 and gazetted April 30. They apply to any apparatus, over six inches in diameter or over one and one-half cubic feet in capacity, used for containing or storing air, gas, inflammable or lethal liquids, or steam, at a pressure exceeding fifteen pounds per square inch.

An inspector may enter any premises where a pressure vessel is being constructed, installed or operated, to inspect any part of the vessel, and may require it to be subjected to hydrostatic or air pressure to test either the vessel or the safety valve.

The safe working pressure of all vessels must be calculated by the inspector according to the formulae in the A.S.M.E. Code for Un-fired Pressure Vessels if the designs of the vessels have been registered with the Chief Inspector of Steam Boilers, and the manufacturer has furnished an affidavit stating that each vessel has been constructed according to the registered design. Where an unregistered pressure vessel was brought into Saskatchewan before February 6, 1941, the working pressure may be set at 80 per cent of that calculated by the formulae. No vessel brought into the province after February 6, 1941, may be used as a pressure vessel unless its design has been registered with the Chief Inspector of Steam Boilers.

All pressure vessels must be inspected every two years after which the inspector, on payment of the fee prescribed in these regulations, must issue a certificate stating the maximum pressure at which the vessel may be operated. Each owner, renter or lessee of a pressure vessel must hold a valid and subsisting certificate. The certificate must be posted in a conspicuous place near the pressure vessel, and must be produced at any time upon request by the inspector. A person failing to post up or produce an inspection certificate is guilty of a breach of the Act. A person operating a pressure vessel without a certificate, or operating a vessel at a higher pressure than specified on the certificate is liable to a fine of not less than \$10 and not more than \$25 and costs.

Each pressure vessel must be provided with an approved pressure gauge, safety valve, and drain valve, except where two or more vessels are connected in which case one pressure gauge and one safety valve may be used. Where repairs or fittings have been ordered by an inspector, the vessel must not be used until the repairs have been made.

An inspector must prove, by a thorough examination, that the regulations for inspection, operation and maintenance of pressure vessels are enforced. He must also test pressure gauges and see that the safety valves are set to release at the prescribed pressure, and that

they are sealed to prevent change being made by unauthorized persons. An inspector may cut holes in any pressure vessel to ascertain

the thickness of the plate or the internal condition of the vessel, or he may order the removal of any part for inspection.

Legal Decisions Affecting Labour

Nova Scotia Supreme Court Upholds Claim to Check-off of Union in Halifax Shipyards Limited

A MAJORITY decision of the Nova Scotia Supreme Court on February 10 upheld the claim of Local 1 of the Industrial Union of Marine and Shipbuilding Workers of Canada to have the union membership fees deducted by the company from the wages of the members of the union who are employed in Halifax and Dartmouth, by Halifax Shipyards Limited. The question of the union's right to the check-off of union dues was referred for an opinion to the Supreme Court by the Governor in Council of Nova Scotia under the provisions of a statute authorizing the Government to refer to the Court for consideration any matter which it thinks fit to refer. Three members of the Court were of the opinion that the company is required under the Trade Union Act, 1937, of Nova Scotia to make deductions for payments to the trade union.

By an agreement concerning conditions of work which was entered into by the company and the union on January 30, 1945, it was provided:

If it be determined that the provisions of the Trade Union Act of Nova Scotia relating to check-off for union dues apply to this company and the union establishes its legal position, the company agrees to conform with the relevant provisions of the legislation. The company, however, contends that such provisions have no application to this company and reserves all objections thereto.

The agreement was made following an investigation by Mr. Justice Gillanders of the Supreme Court of Ontario into differences between the parties in pursuance of his appointment as an Industrial Disputes Inquiry Commissioner under Section 8 of Order in Council P.C. 4020 (L.G., March, 1945, p. 344).

Section 12 of the Trade Union Act, 1937, reads as follows:

In any industry in which by statute or by arrangement between employer and employees deductions are made from the wages of employees for benefit societies, hospital charges, or the like, deductions shall be made by the employer from the wages of employees for periodical payments to a trade union of employees—

(a) if the officers of such trade union thereunto duly authorized by its members make application to the Minister of Labour for the taking of a vote to ascertain the wishes of the employees of such industry in respect to such deductions; and

- (b) if, upon a vote taken by ballot at times and under conditions fixed by the Minister of Labour, a majority of the employees of such industry vote in favour of the making of such deductions; and
- (c) if the individual employee being a member of such trade union makes to the employer a signed written request that such deductions be made from the wages due to him therein indicating the name of the person to whom such deductions shall be paid.

The question of the application of this section to Halifax Shipyards Limited turned on the question as to whether the section applied when at the actual time when the union requested a check-off for union dues, there was no check-off "for benefit societies, hospital charges, or the like".

The Order in Council referring the question to the Court stated that

Deductions of ten cents per week were made from the wages of employees of Halifax Shipyards Limited, for a benefit society, namely, Halifax Shipyards Employees' Mutual Benefit Society, during the period from December, 1922, to July 7, 1941.

Mr. Justice Doull set out the circumstances in these words:

... at the passing of the Act there was a well-established practice of deducting from time to time periodical payments for a benefit society ... as the practice existed for some eighteen years, I think that the inference is irresistible that it was by arrangement. . . .

The result is that on the passing of the Act, Halifax Shipyards Limited was a company to which Section 12 applied and it was bound to make periodic deductions for a trade union when the employees had complied with (a), (b) and (c) of Section 12.

The employees did not take action under the Section but it is agreed that the Union has claimed, since before July 7, 1941, in correspondence with the employer and with the Minister of Labour, that it had the right to have deductions made for union dues.

On May 7, 1941, a Conciliation Board was set up to consider questions which had arisen between this employer and its employees in regard to wages and working conditions, this matter of deduction of union dues being one of the questions.

On July 7, 1941, while the Conciliation Board had these matters under advisement, the Company discontinued the making of deductions for the benefit society and has since taken the ground that it is not such a Company as is required to make deductions for Union payments under the provisions of Section 12.

The company's argument was that, while the company was checking off deductions for the benefit society, steps must have been

taken by the union to make the application required by the statute for a ballot among the employees to determine their wishes in regard to a check-off of union dues. On this point Chief Justice Chisholm said:

... the deductions were discontinued by the company without notice to the union or the employees. It is now contended by the company that it is the situation at the time when the employees applied under the provisions of the Act for deductions and not at the time when the Trade Union Act became law, namely April 17, 1937, that has to be considered. I cannot agree to that view. The Interpretation Act, Ch. 1, section 23 (1) declares:

The law shall be considered as always speaking and whenever any matter or thing is expressed in the present tense, the same shall be applied to the circumstances as they arise so that effect may be given to every Chapter or Act and every part thereof, according to its spirit, true intent and meaning.

When the Act was passed, certain deductions, as already mentioned, were in fact made by mutual arrangement between the Company and the employees and the right to make application under the Act conferred a present right upon the employees; of which, though still inchoate, they could not be divested by unilateral action by the Company. If it were otherwise, and an employing Company which was making a deduction when the Act was passed decided to put an end to the arrangement by discontinuing the practice, section 12 of the Act would become completely nugatory.

Or, in the words of Mr. Justice Doull:

In the present case the employees of the Company were endeavouring to obtain a check-off of Union dues in 1941 and the Company was insisting that they were not required to make such deductions. While the matter was before a Conciliation Board, the Company endeavoured to change the situation by ceasing to make deductions for the benefit society.

Mr. Justice Graham gave his opinion on the point thus:

... even if the statute is speaking only of the present, the present reasonably includes, in the circumstances of this case, not only the 7th of July, 1941, when the last deductions were made, but the time during which the right to have the check-off has continued to be claimed and to be kept in being by the "check-off article" of the agreement between the Company and the Union.

Mr. Justice Hall, dissenting, held that the Court was bound to apply, "the plain, literal and grammatical meaning of the words" of the statute. He, therefore concluded:

If at the time, or after, the employees have fulfilled the conditions imposed upon them by the subsections the Company is checking-off for benefit societies or the like, it is compelled to check-off for payments to the trade union, but not otherwise.

In re Reference of Application of Section 12 of Trade Union Act to Halifax Shipyards Limited, Supreme Court of Nova Scotia, February 10, 1945.

Application of Ontario Industrial Standards Act to Clothing Industry Valid—Privy Council Refuses Leave to Appeal

An application by certain Ontario clothing firms for leave to appeal to the Judicial Committee of the Privy Council from a judgment of the Supreme Court of Canada in a case involving the Industrial Standards Act of Ontario has been refused by the Privy Council. The Supreme Court had dismissed the appeal with costs and affirmed the judgment of the Ontario Court of Appeal.

The original action was brought against the Advisory Committee for the Men's and Boys' Clothing Industry which was set up to administer a schedule of wages and hours made legally binding on the industry in Ontario by an Order in Council made under the authority of the Industrial Standards Act. The plaintiffs claimed a declaration that the Act was *ultra vires* the provincial legislature. The action was dismissed by Mrs. Justice Roach (L.G., 1940, p. 884). One of the plaintiffs, the Tolton Manufacturing Company, then withdrew from the action.

The Ontario Court of Appeal granted the remaining plaintiffs leave to amend their statement of claim in order that they might claim specifically that the regulations and schedule were invalid as not being in conformity with the Industrial Standards Act. This action was dismissed by Mr. Justice Mackay on September 4, 1942 (L.G., 1942, p. 1504) and an appeal against his judgment was dismissed by the Ontario Court of Appeal on June 30, 1943 (L.G., 1943, p. 1175). The defendants then appealed to the Supreme Court of Canada which gave judgment on October 3, 1944.

The Court of Appeal held that the Industrial Standards Act and regulations were not *ultra vires* the Ontario Legislature and the procedure followed in drawing up the schedule of wages and hours for the men's clothing industry sufficiently complied with the Act and regulations.

The Supreme Court found that the public notice published on January 6, 1939, in three Toronto newspapers that a conference of employers and employed in the industry would be held on January 16 to consider and negotiate a schedule of wages and hours, together with notices sent to a long list of individual employers and trade union representatives in the industry whose names appeared on a list on file in the Department of Labour, was sufficient notice. The Act leaves such matters to the discretion of the Minister and his officers as long as they act in good faith and that was not questioned. In the words of Chief Justice Rinfret:

The Minister and his officers were justified in proceeding upon notice to those employers

whose names appeared on the departmental list and to the officials of the various unions who, in Mr. Fine's opinion, represented the great majority of the employees engaged in the industry. . . . The Minister and his officers were also justified in omitting custom tailors from the conference.

A schedule was agreed to by the conference and as to the objection that this conference was not sufficiently representative of the industry, the Court pointed out that by the Act the Minister had the right to determine what was a proper and sufficient representation and his decision on this point is not reviewable by the Courts.

The objection by the appellants to the fixing of different rates for two sections of the Province when the Minister had designated the whole province as one zone was held to fail. The conference had power under the Act to make separate zones and the Minister approved this division when he approved the schedule.

It was argued that the Act was constitutionally invalid because the legislature in its enactment "delegated" to the Industry and Labour Board of Ontario authority "to override and nullify many of the things previously done by the conference, the Minister and Order in Council". The reference is to the powers of the Board, with the concurrence of the Advisory Committee for the industry, to amend the provisions of any schedule and, in the case of any industry in which there was inter-provincial competition, to approve or withhold approval of the provisions for the collection of revenue from employers and employed in the industry. The Court considered that there was nothing in the British North America Act to prohibit the granting of such authority to the Board.

As to the further point that the legislature had no authority to give to the Industry and Labour Board "the same powers as a Court, being power to exercise judicial functions", the Supreme Court found that the Board was "merely an administrative body", "certainly not a court of justice analogous to a superior, district or county court".

Again, on the argument that the Act and regulations authorized, contrary to the B.N.A. Act, the imposition of an indirect tax in providing for an assessment on employers and employed to take care of the cost of administering a schedule, the Court held that if it were a tax, it was a direct tax and, in the words of the court,

in any event, it may be justified as a fee for services rendered by the Province or by its authorized instrumentalities under the powers given provincial legislature by . . . the British North America Act.

Finally, as regards the argument that the Industrial Standards Act, regulations and schedule are *ultra vires* because they encroach upon a field occupied by the Dominion in the Combines Investigation Act, the Supreme Court agreed with Mr. Justice Kellock of the Ontario Court of Appeal that the legislature

would undoubtedly have power and authority to enact anything which is found in the schedule . . . and such legislation (and therefore the combined effect of the Act, regulations and schedule) cannot be said to be a "combine" within the meaning of the Dominion Act.

In view of these conclusions the Supreme Court held it was unnecessary to consider the question as to whether the Advisory Committee was a proper party defendant. *Ontario Boys' Wear Limited et al. v. the Advisory Committee and the Attorney General of Ontario* (1944) S.C.R. 349.

Action for Damages from Benzol Poisoning Fails Under Both Ontario Workmen's Compensation and Factory Acts

An action brought by a woman employed by Durable Waterproofs, Ltd., for damages caused by poisoning from the inhalation of benzol fumes in the course of her work, was dismissed on January 25, by Mr. Justice Roach of the Ontario High Court of Justice. The Court considered provisions of both the Ontario Workmen's Compensation Act and the Factory, Shop and Office Building Act.

The plaintiff worked on leather handbags to which she applied wet cement. In 1942 when the particular brand of cement became unobtainable, a substitute manufactured by the Gutta Percha and Rubber Ltd., was obtained through one Fingerhut. The manufacturer indicated on the label of the containers that the cement contained benzol, but Fingerhut, desiring to conceal from the Durable Company his source of supply, removed the label. Regulations under the Factory, Shop and Office Building Act require "manufacturers and distributors of substances containing benzol as an ingredient for use in any industrial process," to indicate the presence of benzol by a label affixed to each container.

When the plaintiff became ill after using the cement from November 23, 1942, until April 19, 1943, it was found that her illness was the result of benzol poisoning. The Workmen's Compensation Board, to whom she made application for compensation, paid her medical expenses and a sum by way of compensation for loss of earnings.

The action was originally brought against Durable Waterproofs Ltd., its president and general manager, Gutta Percha and Rubber

Limited, Fingerhut, and Vereschack who was the manager of the leather production division of the Durable Company. At the opening of the trial the action was either discontinued or dismissed (on consent) against all defendants except Vereschack.

The Workmen's Compensation Act provides that compensation is in lieu of all right of action by the employee against the employer, and where the worker would have a right of action against a person other than the employer, the worker may choose to claim compensation or to bring an action. If the worker elects to claim compensation, the Board becomes entitled to bring an action against the person against whom the action lies and any sum recovered by the Board forms part of the provincial accident fund. Since the plaintiff in this case had signed an application for compensation, the Board and not the plaintiff was entitled to bring action against the defendant. The Court thus held that in view of these provisions of the Workmen's Compensation Act, the plaintiff had no right of action against the defendant.

In the opinion of the Court, however, the action would have to be dismissed "quite apart from any of the provisions of the Workmen's Compensation Act." It was alleged that the defendant was negligent in not warning the plaintiff concerning the dangerous nature of the cement, that he violated the Regulations under the Factory, Shop and Office Building Act by not labelling the containers properly and that he breached the Act by failing to provide proper ventilation to carry off the poisonous fumes.

The Court found that the defendant had no knowledge of the dangerous nature of the cement, that he saw no labels on the containers, and that his test of the cement for inflammability did not reveal its dangerous nature. The Court found also that the Factory, Shop and Office Building Act imposes certain duties upon an employer, but that Vereschack was not the employer. He and the plaintiff were both employees of a common employer and the defendant could not be held liable for any injury to another employee. *Siebel v. Vereschack* (1945) Ontario Weekly Notes 185.

Quebec Superior Court Refuses Injunction against Wartime Labour Relations Board

On February 8 Mr. Justice Boulanger of the Superior Court for the Quebec district rejected with costs against the plaintiffs an application for an injunction restraining the Wartime Labour Relations Board of Canada, which was established to administer the Wartime

Labour Relations Regulations (P.C. 1003), from proceeding to determine by a ballot among the employees what labour organization the latter wished to represent them in negotiating for a collective agreement with their employer, La Traverse de Levis, Ltee. The organizations claiming the right to represent the Levis Ferry employees were the Canadian Brotherhood of Railway Employees and Other Transport Workers and the National Catholic Syndicate of Ferry Employees of Levis. This judgment is being appealed.

A temporary injunction prohibiting the Board from proceeding had been granted on July 24, 1944, and was renewed from time to time. On September 27, an interlocutory order to the same effect was made. The plaintiffs in their amended claim for a permanent injunction asked also for a declaration (1) that they had a right to vote with other employees for bargaining representatives and (2) that the exclusion of the plaintiffs from the vote arranged for by the Wartime Labour Relations Board was "illegal, irregular and void" and that the order of the Board providing for such a vote should be annulled.

The six plaintiffs were employed by the Levis Ferry Co., as office workers, captains or second captains. In directing that "the captain, the second captain and the management staff" should not participate in the voting, the Board, in the opinion of the Court, did so on the ground that they were a different class from the crew, labourers, longshoremen and ticket collectors employed by the Levis Ferry. The Regulations stipulate that "employee" does not include "a person employed in a confidential capacity or having authority to employ or discharge employees." Mr. Justice Boulanger stated:

As a means of information, the Board could take a ballot among the workers of La Traverse in order to determine the respective strength of the two rival unions, and find which of them controlled the majority of the workers. As the Board had the right to take this ballot, it certainly had also the accessory and corollary right to declare who could vote.

After obtaining information by lawful means, the Board came to the conclusion that the office employees, the captains and the seconds were in a class of employees different from that of mere crew members, common labourers, longshoremen, ticket collectors and labourers, and that the professional interests of this superior class of employees differ from those of employees in the other group. The Board, therefore, ruled that office employees, captains and seconds would not take part in the voting . . .

It has been proven that it is the office . . . which employs and dismisses the men. Furthermore, it has been proven that captains (and seconds when acting for captains) are

masters on board their ship, and that they have complete authority over the crew and control members, and if they do not hire or discharge men, they, however, make suggestions and recommendations which are taken into account . . . It is, therefore, evident that office employees and captains and seconds are in a class by themselves; that their interests are not the same as those of ordinary salaried workers, and that they participate, to a certain extent, in the management of the enterprise.

It is in line with the spirit of the Order in Council to try and group together workers with identical interests and of the same category for the purpose of signing collective agreements with the employers. That is why those employees who have confidential responsibilities, or who have something to do with the hiring and discharging of men, are grouped in a separate classification.

The defendant, the Wartime Labour Relations Board, claimed that the Superior Court had no jurisdiction over any decision given by it in its official capacity since the Board was established by a Dominion Government Order in Council and is a mandatory body deriving its powers from the Crown. The Exchequer Court, the Board claimed, had jurisdiction in such a matter.

As regards this argument, Mr. Justice Boulanger considered:

If, however, as it has often been ruled, the lower court with general jurisdiction in the province may, by power of injunction or prohibition, exercise its powers of control, of supervision and of reform over bodies created by the Dominion (Army Courts, Arbitration Councils, Conciliation and Investigation Boards) when such bodies are operating in the province, it should—by analogy—be optional for the Province of Quebec Superior Court to claim competency to examine the validity of the Board's actions, when the matter in question was business purely and essentially local and provincial.

In fact, there cannot be any enterprise more local and more provincial than that of "La Traverse", which does nothing else than transport people and merchandise between Quebec and Levis on the St. Lawrence River where it is not a mile wide; its undertaking is fully restricted within the limits of Quebec, Levis and the Quebec Harbour. Looking into relations between workers and employers in this local enterprise, the Board has, in the province of Quebec, exercised its jurisdiction with regard to a matter falling under the territorial competency of the Superior Court sitting in the Quebec District. . . . It would be absurd and inequitable to require the Parties concerned in this purely local case, when their logical forum is at their door, to go to the Exchequer Court of Canada or to the Supreme Court of Ontario, for complaints against the Board's actions and decisions just because it happened to sit in Ottawa. . . . Besides, in the present case, it is not a question of appeal for damages against officials, but the reform of a ruling alleged to have been made contrarily to the law, and which is enforceable in the Quebec district.

Therefore, from this point of view, consideration of the Board as a tribunal performing judicial functions, or as a group of legal or technical advisers counselling the Labour Minister and helping him to enforce the Wartime Labour Relations Regulations, is of no importance. Whether their ruling be judicial or administrative, if they have not observed the law in such a ruling and have overridden their commission, said ruling may be examined and corrected by the lower court of the locality where it is wished to have such ruling executed.

The Superior Court, which by virtue of Article 50 of the Quebec Code of Civil Procedure, has "superintending and reforming power, order and control" of all Courts (except the Court of King's Bench), magistrates and "all other persons and bodies, politic and corporate", within the Province, has "the power to intervene by way of an injunction in the execution within the Province of an Order of the Board". But

it can, however, use this power only after being convinced that the Board in making said order has clearly exceeded its jurisdiction, has gone beyond its competency, has committed an unlawful act or an injustice equivalent to oppression and fraud and that the contested Order constitutes an absolute denial of justice. . . the Superior Court cannot substitute its judgment for that of a lower Court because in exercising the right of supervision conferred by Section 50 of C.P.C., it does not act as Court of Appeal.

Demers et al v. Wartime Labour Relations Board et al. Superior Court, Quebec, February 8, 1945.

Petition Fails for Injunction against Home-Work in Quebec Dress Industry

The position of home-work in the Montreal dress industry came before the Courts when Morris Miller, doing business under the name of Maurice Dress Co., was convicted on July 18, 1944, by Mr. Justice Legrand in the Montreal Court of Sessions on several charges of violating a provision of the Decree relating to the dress industry. The proceedings were instituted by the Joint Committee for the Dress Industry established under the Collective Agreement Act. The defendant was sentenced on each charge to a fine of \$5 and costs or to eight days in jail. On September 9, Mr. Justice Casgrain of the Superior Court refused petitions for writs of certiorari so that these judgments could be reviewed in a higher Court.

An interim injunction was issued on October 6, to restrain Miller from giving out work to be done at the workers' homes. The injunction was to remain in effect until October 25 but was continued until a decision was made on the petition for an interlocutory injunction.

On November 8, Mr. Justice Tyndale of the Superior Court, after hearing argument on the merits of an interlocutory injunction, dismissed the application for an interlocutory injunction with costs against the petitioner.

The Decree applying to the dress industry, made under the authority of the Quebec Collective Agreement Act, was passed by Order in Council on September 24, 1940, and amended from time to time. Section 12 of the Decree stipulates that "no work shall be given to employees to be manufactured or worked on at home".

The facts and history of the case are set out by Mr. Justice Tyndale:

About half of the machine sewing required for the garments produced is done by women who work in their own homes on their own machines... The home workers buy the thread required from the respondent... The home worker is paid by the piece, in the same manner as is the factory worker, but for the former, the rate is ten cents a dozen higher.

As regards the section of the Decree purporting to prohibit home-work, the Court pointed out that the Joint Committee for the Dress Industry was appointed in the fall of 1940 just after the Decree was issued and that there had been no change in its membership.

From the beginning, the Commission knew that Respondent and many other dress manufacturers were giving out home work; and, indeed, the manufacturers were required to send in to the Commission each month a return of the work done outside their establishments. Reference may be made in this connection to Exhibits I-1 and I-5. The Exhibit I-5 is a letter from the Administrator of the Commission to Respondent, dated July 23rd, 1942, and contains the following paragraph:—

"These forms which provide for a complete record of all work given by you to be done outside of your establishment by contractors, subcontractors, homework distributors, home-workers or any other persons, must be submitted monthly together with the payroll report."

It is, therefore, reasonable to conclude that the Commission, at that time, did not consider such home work to be in contravention of Section XII.

A 1943 case was referred to in which the defendant was charged with violating the Decree by paying lower rates for home-work than those fixed by the Decree. The complaint was dismissed by Mr. Justice Tellier who held that the contract for work at home was not a contract of service or employment but a contract to do a job. He considered that the provisions of the Decree did not apply.

In the same Court a similar charge was dismissed by Mr. Justice Guerin who considered that the Joint Committee could have prosecuted the defendant in the case for

giving out work to be done at home in breach of Section 12 but could not prosecute her for paying wages below the rates fixed in the Decree when the latter does not enact any provisions concerning home-work except to prohibit it.

Mr. Justice Tyndale considered that in view of the circumstances the interpretation of Section 12 of the Decree should be deferred until the action has been heard and pleaded on its merits. He discussed the petition before him for an interlocutory injunction to restrain the defendant from giving out work to be done at home in the following terms:

The undersigned is asked to issue an order which would put a stop to a practice which has been going on for some time—which would, in other words, disturb the *status quo*. Petitioner urges that the Decree is specially intended to introduce and enforce important new provisions governing the dress industry, which will and were designed to disturb the *status quo*; and that there should, accordingly, be no hesitation in giving effect to such provisions, which are of public order. That contention is, on its face, perfectly sound; and if Section XII clearly applied to home-workers the undersigned would not hesitate. But there is, in the mind of the undersigned, a real doubt upon the point and he does not feel that the order requested should be issued at this stage of the case. On an application for an interlocutory injunction, if the right of the Petitioner is not absolutely clear, the Judge should consider the "balance of convenience", which in this instance appears obviously against Petitioner. The enforcement of the order would not only seriously disturb Respondent's business; it would also deprive many home-workers of a source of earnings. It seems to the undersigned that if those who drafted the Decree intended to bring about such a drastic change in the existing practice, they could have and should have expressed that intention by clear and unambiguous words.

On the whole, the undersigned is of the opinion that the *status quo* should not be disturbed unless and until the trial judge finds that Section XII should be interpreted as Petitioner contends.

Joint Committee for the Dress Industry v. Morris Miller. Superior Court, Montreal, November 8, 1944.

English Employer's Obligation to Provide Safe Conditions Extends to Normal and Reasonable Acts During Working Hours

The Ministry of Labour Gazette for March 1 summarizes the judgments in an action in England against employers for failure to comply with their common law obligation to maintain proper plant and appliances and to provide a safe system of working. The County Court Judge held that the employers had not carried out their obligation but dismissed the

action on the ground that the plaintiff suffered injury when she was at the place of danger for her own purposes and not for the purpose of her work. The Court of Appeal allowed the appeal and gave judgment for the plaintiff, the Master of the Rolls stating that the obligation of the employer to provide safe working conditions extended to all such acts as were normally and reasonably incidental to the day's work of a workman.

In the workshop against a wall was a row of vats containing "suds" for oiling and cooling the lathes in use in the shop. A "duck-board", or loose wooden step near the vats, enabled the workmen to dip their buckets and fill them with the "suds". It was the duty of a labourer from time to time to clean the floor and the duck-board and to put sawdust on them so as to prevent them from becoming slippery from liquid splashed from the buckets.

During working hours the plaintiff went to a tap, which was above the vats, to wash a teacup which she used for her own purposes. She slipped on the step on which no sawdust had been placed after "suds" had been splashed on it. In the opinion of the County Court Judge the system used by the defendant em-

ployers was not a proper system and the dangerous condition of the duck-board could not be attributed to the casual negligence of the labourer in not putting down sawdust when it was required. He refused damages however, because the plaintiff went to the tap, not for the purpose of her work, but to wash a teacup for her own use.

On this point on appeal, Lord Green, Master of the Rolls, said that a workman might require to tie his boot-lace, he might require to get a drink of water while he was working. It would be an extravagant result if the common law obligation of the employer suddenly came to an end the moment the workman ceased to perform the precise acts which he was employed to perform and did something which was ordinarily and reasonably incidental to his day's work. If the doctrine were as extreme as that, it would mean that if two workmen had gone to the tap, the one to clean his tools and the other to get a glass of water to drink, and either of them had met with an accident because the duck-board was dangerous, one would be entitled to recover damages and the other would not. *Davidson v. Handley Page Ltd.*, Court of Appeal, December 20, 1944.

Workmen's Compensation in New Brunswick

COVERING the calendar year 1944, the twenty-sixth annual report of the Workmen's Compensation Board of New Brunswick shows that the total estimated income for 1944 was \$1,419,295.22 and the estimated expenditure was \$1,162,918.31, leaving an estimated credit balance of \$256,376.91. When this credit balance is added to the cumulative credit balance of \$1,947,112.54 carried forward from 1943, there was an estimated surplus of \$2,203,498.45.

Complete statistics for 1943 are given in the report. The cost of compensation in 1943 was \$899,425.11 when a total of 11,355 accidents were reported to the Board. Of these accidents, 29 were fatal, one resulted in permanent disability, 224 in permanent partial disability, 7,175 in temporary total disability, while 3,926 required medical aid only. This compares with a total of 11,535 in 1942, of which 34 were fatal, 215 resulted in permanent

partial disability, 7,356 in temporary total disability and 3,930 required medical aid only.

Causes of accidents in 1943 which were reported to the Board were classified as follows: Prime movers, 253; working machines, 876; hoisting apparatus, 390; dangerous substances, 353; stepping on or striking against objects, 1,336; falling objects, 1,945; handling objects, 1,716; tools, 1,291; runaways and animals, 85.

In addition to the number of accidents set forth in the report, the Board adjusted all claims submitted through the different Departments of the Dominion Government operating in New Brunswick; also claims submitted through the Departments of the Government of New Brunswick. For these services the Board was remunerated by the respective Governments in the amount of \$13,033.98, which amount was credited to the cost of administration for the year. The net administrative expense for 1944, was \$67,333.22.

Prices

Prices, Retail and Wholesale, in Canada, May, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index for May 1, 1945 of 119.0, indicated a gain of 0.3 points over the April 2 level, and a wartime rise of 18.1 per cent. Strength in foods was mainly responsible for the advance, an index for this series moving up 0.7 points to 131.7. It reflected higher prices for fresh vegetables and fruits which outweighed weakness in dairy products and eggs. Scattered price advances increased group indexes for homefurnishings 0.4 to 118.9 and clothing 0.2 points to 122.0. Rents moved up 0.1 to 112.1, while fuel and light receded a similar amount to 106.6. Changes in hospital

rates and barbers' fees were primarily responsible for a gain of 0.2 to 109.4 in the miscellaneous items index.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 and in AUGUST, 1939=100

* Based on the 1926 average as 100 per cent.

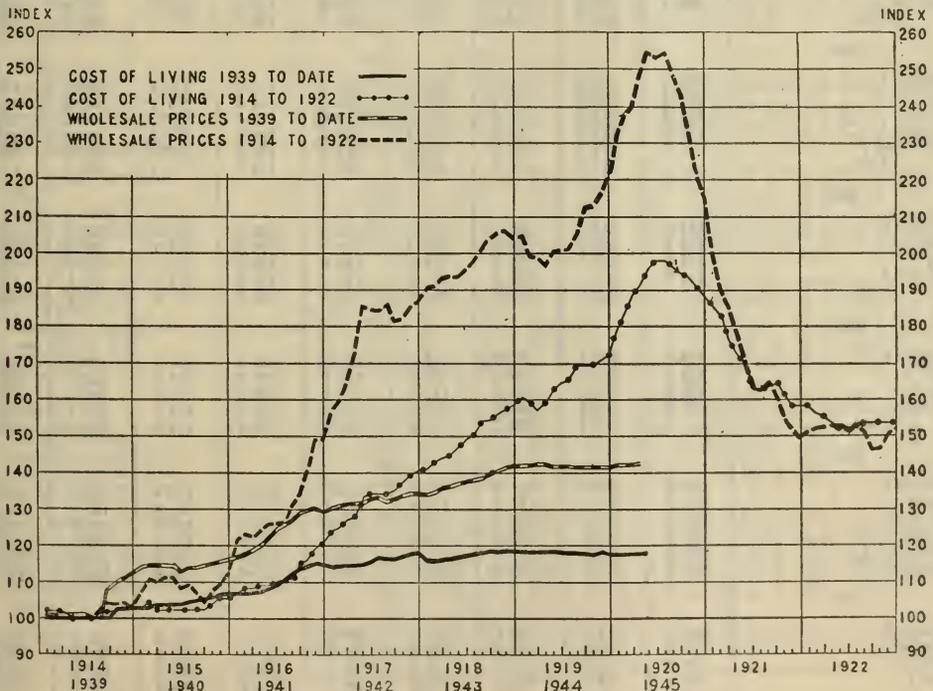


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
November 1.....	118.0	118.9	131.6	112.0	108.1	121.6	118.4	108.9	125.3
December 1.....	117.6	118.5	130.3	112.0	108.1	121.6	118.4	108.9	124.7
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—MAY, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR MAY, 1945

Commodities*	Per	Aug. 1939	Dec. 1941	Oct. 1943	Jan. 1944	April 1944	July 1944	Oct. 1944	Jan. 1945	Mar. 1945	April 1945	May 1945	Price May 1945
Beef, sirloin steak.....	lb.	100-0	120-7	143-7	143-0	143-0	153-8	154-5	153-8	153-8	154-1	154-1	43-0
Beef, round steak.....	lb.	100-0	125-7	155-7	154-4	154-4	166-2	167-1	166-7	166-7	167-1	167-1	39-6
Beef, rib roast.....	lb.	100-0	125-5	172-6	173-5	173-9	172-2	172-2	173-0	173-5	173-9	173-9	40-0
Beef, shoulder.....	lb.	100-0	132-7	180-5	180-5	179-9	162-9	161-6	161-0	161-0	161-0	161-0	25-6
Beef, stewing.....	lb.	100-0	136-7	181-7	180-2	180-2	169-0	169-0	168-3	168-3	168-3	168-3	21-2
Veal, forequarter.....	lb.	100-0	139-3	182-8	180-5	175-7	174-6	174-6	173-4	174-0	173-4	173-4	29-3
Lamb, leg roast.....	lb.	100-0	109-9	135-6	130-6	142-3	162-3	151-1	147-9	148-6	148-9	150-4	42-7
Pork, fresh loins.....	lb.	100-0	125-3	139-2	138-8	138-8	138-8	138-8	141-5	141-9	141-5	142-3	37-0
Pork, fresh shoulder.....	lb.	100-0	127-0	148-0	147-4	146-4	146-4	146-4	142-9	142-3	142-3	142-3	27-9
Bacon, side, med. sliced.....	lb.	100-0	132-3	140-3	140-3	140-3	140-3	140-0	140-9	140-9	141-2	141-2	45-9
Lard, pure.....	lb.	100-0	151-3	162-3	162-3	155-3	151-8	151-8	155-3	156-1	156-1	157-0	17-9
Shortening, Vegetable.....	lb.	100-0	134-7	137-5	137-5	137-5	137-5	137-5	136-8	136-8	136-8	136-8	19-7
Eggs, grade "A" fresh.....	doz.	100-0	156-4	178-0	161-2	136-5	136-2	155-3	146-4	140-1	138-5	137-2	41-7
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	142-5	145-8	146-2	143-2	145-4	146-2	146-2	146-2	145-4	39-7
Cheese, Canadian, mild.....	lb.	100-0	174-6	165-9	168-3	165-4	163-9	163-9	164-9	164-9	164-4	163-9	34-1
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	105-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	127-3	127-3	124-2	124-2	124-2	4-1
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn Flakes, 8 oz.....	pkg.	100-0	101-1	101-1	101-1	101-1	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½'s.....	tin	100-0	129-9	131-1	136-8	137-7	138-7	138-7	137-7	137-7	136-8	136-8	14-5
Peas, canned, 2's.....	tin	100-0	117-5	121-7	123-3	124-2	124-2	123-3	122-5	122-5	122-5	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	134-5	134-5	135-4	134-5	134-5	133-6	132-7	132-7	132-7	15-0
Beans, dry.....	lb.	100-0	129-4	129-4	131-4	131-4	123-3	133-3	133-3	133-3	133-3	133-3	6-8
Onions.....	lb.	100-0	108-2	149-0	146-9	157-1	159-2	124-5	112-2	110-2	108-2	106-1	5-2
Potatoes.....	15 lb.	100-0	89-9	137-2	137-8	147-3	153-0	128-5	126-8	140-5	141-2	143-0	47-2
Prunes, medium.....	lb.	100-0	115-8	126-3	129-8	129-8	122-0	122-8	122-8	121-9	121-1	121-1	13-8
Raisins, seedless, bulk.....	lb.	100-0	104-0	104-0	102-0	108-6	114-6	115-9	102-6	102-6	106-6	109-3	16-5
Oranges, medium size.....	doz.	100-0	132-5	147-8	140-3	139-6	141-0	141-6	142-7	146-8	147-1	151-5	44-4
Lemons, medium size.....	doz.	100-0	111-3	145-8	138-2	136-6	139-7	144-0	145-5	142-5	140-9	141-2	45-9
Jam, strawberry, 16 oz.....	jar	100-0	111-3	1115-1	114-5	115-1	114-5	115-1	114-5	115-1	115-1	115-1	18-9
Peaches, 20 oz.....	tin	100-0	101-5	109-6	108-1	108-6	108-1	108-1	104-6	103-6	104-1	104-1	20-5
Marmalade, orange, 16 oz.....	jar	100-0	118-3	131-1	131-8	131-1	130-3	130-3	129-6	129-6	129-6	128-9	17-5
Corn Syrup, 2 lb.....	tin	100-0	138-0	154-7	154-0	155-0	155-7	155-7	155-3	155-3	155-8	158-2	27-1
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-1	131-1	131-1	131-1	131-1	131-1	131-1	131-1	44-4
Tea, black, ½ lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to May 1945 prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.											Bacon, side, med., sliced, per lb.
P.E.I.—																				
1—Charlottetown.....	44-5	40-6	27-6	21-4	.....	.....	.....	.....	45-3	19-2	20-0	42-5	0-0	41-8	35-0	7-3	4-6	6-1	10-0	
Nova Scotia—																				
2—Halifax.....	44-4	41-2	38-7	27-1	23-4	24-2	46-1	39-2	26-2	46-3	19-2	20-0	45-3	11-0	43-8	36-2	8-0	4-5	6-1	9-9
3—New Glasgow.....	45-8	42-8	41-5	26-8	23-1	.....	.....	40-1	31-5	46-5	19-4	19-9	43-3	10-0	44-2	36-4	7-3	4-9	6-1	10-0
4—Sydney.....	47-4	41-6	.....	30-1	24-5	.....	44-4	40-0	31-5	47-5	19-0	19-9	47-6	12-0	43-7	36-1	7-3	4-5	6-0	9-8
5—Truro.....	44-7	40-8	36-0	28-2	17-9	.....	.....	38-6	29-2	45-7	19-1	20-3	44-9	10-0	43-5	35-7	6-7	4-9	6-0	10-0
New Brunswick—																				
6—Fredericton.....	44-7	40-7	45-8	27-4	20-3	29-7	45-7	38-0	31-3	47-2	19-1	19-7	43-7	10-0	42-3	35-3	7-3	4-8	6-3	9-4
7—Moncton.....	45-5	41-4	40-9	27-1	21-0	29-8	46-3	37-4	29-4	48-3	18-3	19-9	44-2	10-0	42-2	34-9	8-0	4-5	5-9	10-0
8—Saint John.....	45-3	43-1	38-6	26-6	22-5	30-0	45-0	40-6	29-6	45-0	18-8	19-8	44-8	11-0	42-4	34-6	7-3	4-2	6-0	9-7
Quebec—																				
9—Chicoutimi.....	41-5	38-2	38-0	28-0	22-0	.....	.....	29-1	29-1	49-0	19-8	20-7	40-6	10-0	39-4	33-6	6-7	4-3	.....	9-9
10—Hull.....	40-9	38-2	36-8	25-4	18-7	30-6	41-5	32-2	28-3	46-0	17-4	19-1	43-9	10-0	38-5	31-1	5-3	3-8	5-5	9-5
11—Montreal.....	42-7	39-4	43-8	24-7	20-0	25-9	40-5	33-7	26-5	46-3	18-3	19-2	44-4	10-5	39-4	33-9	6-0	3-8	5-4	9-4
12—Quebec.....	41-5	37-9	38-0	23-5	18-8	28-2	38-6	31-9	26-6	42-6	18-3	19-5	42-9	10-0	39-1	34-5	5-5	3-6	5-8	9-7
13—St. Hyacinthe.....	36-1	34-4	34-3	24-0	19-2	30-4	36-7	28-7	25-5	46-9	18-1	19-5	40-9	9-0	39-3	32-1	5-3	4-1	6-0	9-8
14—St. Johns.....	43-7	40-8	39-5	26-7	17-3	32-7	44-7	.....	28-8	46-7	18-3	19-8	43-5	9-0	38-7	31-9	5-3	4-1	5-7	9-7
15—Sherbrooke.....	43-5	39-8	40-5	27-0	18-7	32-4	42-2	34-0	26-5	39-4	18-6	19-7	44-0	10-0	38-1	34-5	5-3	4-2	6-0	9-8
16—Sorel.....	40-0	36-6	40-7	24-7	19-5	.....	38-0	32-5	24-8	46-5	18-7	19-5	39-3	9-0	39-7	32-1	5-3	4-0	5-3	10-0
17—Thetford Mines.....	33-1	34-5	.....	24-3	17-4	.....	.....	24-5	25-3	38-2	18-3	19-4	40-8	9-0	38-8	31-7	5-3	4-0	5-3	9-6
18—Three Rivers.....	39-9	36-6	35-5	24-8	20-4	.....	.....	28-6	25-5	46-5	17-9	19-5	43-0	10-0	38-7	34-7	6-0	4-0	5-5	9-7
Ontario—																				
19—Belleville.....	41-2	38-2	39-4	25-8	20-0	27-5	.....	37-4	29-4	45-1	17-2	19-2	40-0	10-0	38-9	30-8	6-7	4-2	5-5	8-7
20—Brantford.....	43-6	40-3	40-8	25-9	19-0	29-8	43-0	38-7	27-7	46-0	17-5	19-5	39-7	10-0	39-3	35-6	6-7	4-2	5-4	9-1
21—Brockville.....	46-7	42-8	44-0	26-0	20-9	.....	.....	35-6	29-2	44-5	17-6	19-3	40-1	10-0	38-2	31-0	6-3	4-0	5-5	8-9
22—Chatham.....	43-1	39-7	41-1	25-7	19-9	31-3	42-7	37-7	32-3	46-2	17-4	19-4	40-1	10-0	38-5	35-0	5-3	4-1	5-2	8-7
23—Cornwall.....	43-6	40-4	40-5	25-9	17-7	29-3	.....	36-3	27-4	45-6	18-1	19-4	40-4	10-0	39-3	30-3	6-0	4-0	5-8	9-2
24—Fort William.....	43-4	39-7	37-6	25-4	22-3	.....	43-4	37-0	29-9	45-6	17-7	19-0	45-6	11-0	39-6	32-9	6-0	3-9	5-1	8-8
25—Galt.....	42-7	40-3	40-0	24-8	22-8	30-0	43-5	37-3	26-0	47-0	17-8	19-2	40-0	10-0	39-3	36-8	6-7	4-1	5-9	8-8
26—Guelph.....	42-9	39-9	38-8	26-3	24-3	31-2	44-2	39-1	28-5	46-5	17-5	19-2	39-1	10-0	39-4	35-1	6-0	4-0	5-7	8-9
27—Hamilton.....	44-2	41-2	41-8	25-6	22-8	29-4	43-8	40-0	29-1	47-4	17-7	19-0	41-6	11-0	40-3	37-5	6-0	4-2	5-5	8-8
28—Kingston.....	43-3	38-6	38-7	25-7	18-5	.....	.....	38-1	27-2	45-9	17-3	19-2	39-5	10-0	39-2	31-7	6-0	4-3	5-3	9-1
29—Kitchener.....	42-9	40-2	40-7	25-2	23-1	30-4	42-8	38-7	27-1	46-1	18-0	19-6	37-5	10-0	39-4	34-2	6-3	4-0	6-0	8-8
30—London.....	43-7	40-1	41-0	25-4	22-0	30-2	42-4	39-4	26-1	45-5	18-4	19-3	41-7	10-0	39-2	33-0	6-0	4-0	5-6	8-9
31—Niagara Falls.....	42-8	39-4	41-1	25-1	19-5	29-9	.....	38-9	27-5	44-5	17-9	19-3	40-9	10-5	39-9	32-2	6-0	4-2	5-7	8-8
32—North Bay.....	43-0	40-6	42-0	25-9	18-5	.....	43-0	38-9	28-5	45-9	18-0	19-5	43-5	11-0	39-6	32-6	6-7	4-2	6-3	9-6
33—Oshawa.....	42-7	39-8	41-6	25-2	21-3	32-3	43-0	39-9	28-0	45-7	17-7	19-5	41-6	10-0	39-6	33-6	6-0	4-1	5-7	8-8
34—Ottawa.....	44-3	41-4	43-1	26-5	22-0	29-5	44-4	36-9	28-6	48-6	18-0	19-0	42-1	10-0	39-0	31-1	6-7	3-8	5-7	8-8
35—Owen Sound.....	42-0	39-0	39-3	24-0	22-8	.....	46-3	37-2	26-5	45-4	17-4	19-4	39-9	10-0	39-6	31-7	6-0	4-0	5-3	9-4
36—Peterborough.....	45-1	41-7	42-4	26-0	21-8	31-8	44-5	40-0	29-0	46-8	18-0	19-1	39-3	10-0	39-4	34-5	6-0	4-3	5-4	8-6

COAL AND RENTALS IN CANADA, MAY, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar.	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar.	Corn syrup, per 2 lb. tin (c)	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ & 28 oz., per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												cts.	cts.			cts.	cts.		cts.
15-0	15-4	15-7	6-5	6-6	40-8	13-8	17-6	45-5	62-1	39-2	21-7	37-2	29-2	8-6	8-1	53-8	38-0	.....	11-57	24-00-28-00(b)	1
14-5	14-4	15-0	6-9	5-0	50-5	14-7	16-7	52-1	53-6	39-3	20-5	37-0	29-1	8-5	8-3	49-7	38-0	.....	12-29	27-50-31-50	2
14-9	14-7	15-2	6-4	4-9	43-6	14-1	16-4	47-9	50-1	39-7	....	38-5	28-9	8-2	8-2	51-7	38-0	.....	8-42	16-00-20-00	3
14-9	14-9	15-0	6-8	5-3	52-7	13-6	16-5	51-0	56-8	39-0	20-0	36-7	28-9	8-6	8-4	49-3	37-8	.....	6-75	18-00-22-00(b)	4
14-7	14-7	15-0	7-0	4-8	44-3	14-4	16-6	53-2	49-4	40-2	21-0	37-9	29-7	8-7	8-7	50-3	38-0	.....	11-41	26-50-30-50	5
14-7	15-3	15-0	6-7	4-3	43-9	14-6	15-5	46-5	56-3	39-5	20-3	38-8	29-3	8-5	8-3	49-5	38-0	.....	12-09	21-00-25-00(b)	6
14-9	15-0	15-1	6-8	4-2	44-3	13-6	18-5	46-2	50-5	40-9	20-6	37-9	28-4	9-0	8-8	51-7	38-0	.....	11-57	26-00-30-00(b)	7
14-7	14-8	14-8	6-8	4-5	47-7	13-8	15-0	53-1	51-7	40-0	19-9	35-6	28-9	8-5	8-3	47-7	38-0	.....	12-70	20-50-24-50(b)	8
14-3	15-2	14-6	6-6	7-1	38-3	15-5	18-3	44-6	55-0	39-7	....	39-7	28-8	8-6	8-3	52-3	39-9	18-00	.....	.....	9
13-6	14-5	15-0	7-2	6-2	47-4	13-5	17-6	38-6	42-5	37-5	20-7	35-9	27-5	8-3	8-0	45-4	38-9	16-75	.....	15-50-19-50	10
13-3	14-0	14-2	6-6	5-3	49-0	13-8	16-4	43-7	39-4	37-4	20-8	35-1	27-4	8-0	7-9	46-9	39-6	16-75	.....	23-00-27-00(b)	11
14-2	14-4	14-7	6-6	6-2	41-7	14-6	16-4	44-6	48-7	38-0	20-6	36-1	28-6	8-1	7-9	43-4	39-9	16-00	.....	27-00-31-00(b)	12
13-7	14-7	15-5	6-9	7-2	38-2	14-1	17-1	44-4	45-7	39-5	21-1	36-2	28-7	8-0	7-8	42-4	40-3	15-75	.....	16-00-20-00(b)	13
13-8	14-5	15-0	6-8	7-6	39-6	14-4	18-0	41-3	45-0	39-5	....	37-4	27-9	8-0	7-9	41-5	40-0	15-50	.....	.....	14
14-1	15-4	15-3	6-3	6-1	37-8	14-7	18-1	45-7	45-4	39-6	19-3	39-5	28-9	8-0	8-0	39-9	39-4	17-50	.....	20-00-24-00(b)	15
14-7	14-5	16-0	7-4	7-7	37-7	15-3	16-6	45-0	50-0	42-1	19-3	37-6	29-5	7-9	7-7	46-2	39-4	16-25	.....	.....	16
14-0	14-5	15-3	6-0	6-8	32-6	15-0	15-9	45-4	48-0	39-7	21-7	38-5	28-5	8-0	7-5	48-3	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-5	14-5	6-7	6-4	36-8	14-7	18-8	44-1	48-8	40-3	20-3	37-7	28-7	8-5	8-0	47-5	40-2	16-00	.....	20-00-24-00(b)	18
12-9	14-1	14-6	6-3	4-5	45-4	14-1	16-1	41-3	44-6	37-5	21-2	33-7	26-6	8-4	8-4	43-9	38-9	16-00	.....	.....	19
14-2	14-5	14-9	6-5	4-5	44-4	14-0	15-8	45-6	43-8	36-3	19-6	33-4	26-8	8-4	8-3	46-7	39-4	16-00	.....	22-00-26-00	20
14-0	14-1	14-5	6-4	4-6	44-3	13-4	17-7	46-2	47-7	34-4	....	35-0	27-5	8-3	8-1	43-2	38-4	16-00	.....	20-00-24-00	21
14-2	14-3	14-5	5-8	3-7	51-6	13-9	17-9	37-6	42-2	35-9	20-6	33-5	26-3	8-6	8-5	41-4	38-2	16-00	.....	21-50-25-50	22
14-6	14-8	15-0	6-6	5-0	51-1	15-0	18-3	37-4	42-3	....	....	34-4	26-6	8-2	8-2	45-8	38-5	16-50	.....	23-00-27-00(b)	23
14-2	14-3	14-4	6-6	4-6	55-8	14-4	16-9	43-6	46-4	37-4	19-4	35-7	26-2	8-7	8-5	41-9	38-1	16-80	.....	25-50-29-50	24
14-1	14-5	14-5	6-6	4-4	42-5	14-1	16-0	44-7	46-6	34-7	19-5	33-1	25-8	8-5	8-3	44-6	39-4	16-00	.....	22-00-26-00	25
13-9	14-3	14-6	6-3	4-1	41-2	13-4	15-6	43-0	42-8	36-2	....	32-7	25-8	8-6	8-5	43-1	38-5	16-00	.....	22-50-26-50	26
13-9	14-1	14-3	6-2	4-8	52-4	13-6	15-5	49-4	42-7	35-5	19-4	33-2	26-2	8-1	8-1	42-6	39-3	15-50	.....	26-00-30-00	27
13-5	14-0	14-5	6-6	4-4	48-5	14-4	15-2	42-5	44-7	37-2	20-8	35-1	26-6	8-1	7-9	43-4	38-8	16-00	.....	29-00-33-50	28
14-4	14-5	14-8	6-6	4-3	40-4	14-6	15-0	46-2	46-3	36-4	20-2	32-9	25-7	8-6	8-5	40-3	39-3	16-00	.....	26-00-30-50	29
14-1	14-5	14-8	6-3	4-6	49-9	14-3	15-8	44-4	42-7	36-4	19-6	32-7	25-5	8-6	8-4	43-8	39-2	16-50	.....	26-50-30-50	30
13-0	13-6	14-5	6-7	3-7	53-1	12-9	15-1	47-4	43-7	37-0	18-6	34-5	25-6	8-5	8-7	44-2	39-6	14-63	.....	25-00-29-00	31
14-4	14-3	15-0	6-3	4-7	51-0	14-3	16-4	44-9	49-6	....	20-3	35-7	28-4	9-0	8-9	49-7	39-4	17-25	.....	23-00-27-00	32
13-5	13-9	14-2	7-1	4-1	47-2	13-2	15-8	41-8	44-3	35-0	19-6	34-5	25-7	8-6	8-4	47-0	39-3	16-00	.....	24-00-28-00	33
14-2	14-5	14-8	6-9	5-0	50-1	13-9	17-0	43-9	42-4	37-7	20-0	35-6	27-6	8-3	8-1	43-8	39-0	16-75	.....	31-00-35-00	34
14-2	14-4	15-0	6-3	4-2	46-2	14-3	14-7	43-3	47-7	....	20-0	34-7	26-4	8-6	8-5	48-4	38-9	16-50	.....	16-00-20-00	35
13-5	14-0	14-5	6-1	4-4	45-1	13-2	16-2	39-5	45-1	36-8	20-9	33-7	26-5	8-5	8-5	43-3	39-0	16-75	.....	24-00-28-00	36

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Pork					Lard, pure per lb. package	Shortening vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.										
37—Port Arthur.....	43-6	40-0	38-8	24-8	21-9	29-5	40-0	37-2	28-0	48-4	17-8	18-9	44-9	11-0	40-0	34-0	6-3	4-1	5-5	9-1
38—St. Catharines.....	44-0	40-7	42-0	25-3	20-6	30-7	....	41-2	25-3	47-3	17-9	19-0	41-0	10-5	39-6	33-7	6-0	4-2	5-3	8-9
39—St. Thomas.....	43-9	40-4	41-6	25-2	23-0	29-9	45-0	39-7	29-0	45-8	17-9	19-5	42-3	10-0	39-6	33-8	6-0	4-2	5-9	9-4
40—Sarnia.....	43-1	40-2	40-8	26-0	21-0	....	43-5	37-9	30-1	45-9	18-4	19-6	42-4	10-0	40-2	32-9	6-0	4-0	6-1	9-4
41—Sault Ste. Marie.....	43-2	40-1	38-4	26-8	21-6	....	42-5	37-4	29-3	45-5	17-7	19-1	43-4	11-0	39-8	32-3	6-7	4-0	5-7	8-9
42—Stratford.....	41-4	39-5	39-8	25-8	22-8	....	....	37-2	28-3	45-5	18-0	20-0	39-2	10-0	39-5	33-2	5-3	3-9	5-9	9-1
43—Sudbury.....	43-7	40-0	40-7	25-6	23-1	28-4	40-4	37-6	29-1	43-7	18-3	19-6	41-9	11-0	39-5	33-5	6-7	4-2	6-4	9-2
44—Timmins.....	44-5	40-9	41-6	26-3	21-5	29-4	43-7	38-6	27-8	44-7	18-9	19-5	46-0	12-0	39-8	34-7	6-7	4-3	5-4	9-4
45—Toronto.....	44-1	40-4	41-7	25-5	22-8	30-7	44-0	39-2	25-0	49-9	17-7	19-1	43-2	11-0	40-0	37-6	6-7	4-2	5-4	8-7
46—Welland.....	41-6	38-0	41-0	26-0	22-1	30-7	....	38-2	27-6	43-5	17-7	19-4	37-1	11-0	39-9	35-3	6-7	4-2	5-3	8-9
47—Windsor.....	43-4	40-2	41-4	25-0	23-5	31-0	42-9	38-7	28-8	45-6	18-1	19-3	42-5	11-0	39-3	35-5	6-0	4-2	5-3	8-9
48—Woodstock.....	42-7	39-5	39-5	25-0	19-2	29-0	42-0	37-5	26-0	45-2	17-2	19-1	40-0	10-0	39-4	32-0	6-0	3-8	5-9	8-8
Manitoba—																				
49—Brandon.....	42-8	38-2	40-2	25-2	19-8	....	42-0	37-0	25-0	47-2	16-8	21-1	40-9	10-0	37-9	33-7	7-1	3-8	5-7	8-9
50—Winnipeg.....	42-2	37-6	34-4	24-7	21-3	27-6	40-7	36-9	29-8	47-8	17-0	19-5	41-8	9-0	37-3	34-7	8-0	3-7	5-3	8-8
Saskatchewan—																				
51—Moose Jaw.....	42-4	37-8	38-2	23-8	18-6	....	40-4	35-4	26-8	45-7	15-6	20-6	36-5	11-0	37-3	34-3	7-2	3-7	5-3	8-7
52—Prince Albert.....	36-2	33-2	33-0	22-8	17-4	....	37-3	36-0	26-7	40-0	16-6	19-9	39-2	10-0	38-7	34-1	6-0	4-1	....	8-9
53—Regina.....	40-9	37-8	35-6	24-1	20-9	25-4	39-7	34-9	24-5	43-2	16-1	21-7	39-9	10-0	37-3	35-0	6-8	4-0	6-1	9-0
54—Saskatoon.....	42-0	37-8	36-4	24-8	19-8	27-3	40-0	35-0	26-5	45-1	16-2	19-9	40-2	10-0	37-3	34-5	7-2	3-7	5-4	8-9
Alberta—																				
55—Calgary.....	43-6	38-8	39-0	24-8	21-7	26-6	40-7	35-7	30-4	48-3	16-1	20-2	41-5	10-0	38-0	36-6	7-2	3-9	5-4	8-8
56—Drumheller.....	40-5	37-0	37-7	24-0	20-0	....	....	35-0	26-7	44-6	17-1	21-7	41-1	10-0	39-2	37-0	8-0	4-4	5-7	9-0
57—Edmonton.....	40-4	35-5	37-6	22-5	20-5	26-6	38-0	34-7	25-4	44-8	15-8	20-1	42-3	10-0	37-5	35-0	7-2	3-9	5-3	8-7
58—Lethbridge.....	40-6	36-8	36-4	24-0	19-0	25-3	40-0	34-6	26-0	44-0	15-9	21-0	41-5	10-0	38-1	....	8-0	4-0	....	8-7
British Columbia—																				
59—Nanaimo.....	46-7	42-3	45-2	27-3	24-8	29-0	46-3	41-0	29-1	48-0	19-0	23-9	40-7	12-0	41-6	36-6	9-0	4-4	....	9-2
60—New Westminster.....	44-9	40-1	41-9	25-8	24-1	....	42-1	39-5	26-8	46-9	18-1	19-9	40-4	10-0	40-9	34-7	8-0	4-2	6-0	9-3
61—Prince Rupert.....	45-5	42-5	43-5	25-7	24-0	28-7	43-7	41-3	29-3	49-8	18-5	20-8	45-7	15-0	41-1	37-7	10-0	4-9	....	9-6
62—Trail.....	44-4	40-6	43-5	25-8	25-0	29-2	44-4	39-8	29-4	45-9	17-9	22-6	36-5	13-0	39-9	34-1	9-0	4-1	5-9	9-3
63—Vancouver.....	46-9	41-8	42-5	26-4	25-1	28-3	43-3	39-3	29-0	49-2	17-7	19-1	40-4	10-0	40-4	35-2	9-6	4-1	5-7	8-9
64—Victoria.....	45-6	41-8	43-8	26-6	24-4	31-7	44-7	40-0	30-0	45-9	18-5	20-3	40-9	11-0	41-0	35-6	9-0	4-3	6-5	9-0

COAL AND RENTALS IN CANADA, MAY, 1945

Canned Vegetables																Sugar		Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar.	Corn syrup, per 2 lb. tin (c)	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14.1	14.5	14.1	6.2	4.7	56.7	14.1	17.3	45.0	49.5	37.8	20.4	36.5	25.5	8.5	8.4	41.9	38.1	16.80	.....	23.00-27.00	37
13.5	14.0	14.6	6.8	4.3	53.0	15.0	17.5	44.8	47.0	34.4	18.5	33.2	27.0	8.5	8.2	43.7	39.2	15.75	.....	27.00-31.00	38
14.0	14.6	14.8	6.4	5.4	48.8	14.3	15.7	46.9	42.0	35.1	20.8	34.0	26.5	8.7	8.6	45.0	39.5	16.00	.....	21.00-25.00	39
14.5	14.6	15.1	7.0	4.4	50.6	13.6	15.8	46.0	45.4	.....	19.3	33.5	26.5	8.8	8.7	44.9	39.4	16.50	.....	23.00-27.50	40
14.5	14.5	14.8	6.1	4.8	53.3	13.0	16.3	38.4	44.7	37.3	19.5	35.4	26.3	8.5	8.5	41.8	39.0	17.00	.....	23.00-27.00	41
14.4	14.0	14.8	6.0	4.4	43.4	13.6	15.1	43.5	43.7	35.5	20.0	33.4	26.5	8.8	8.6	44.7	38.7	16.00	.....	21.00-25.00	42
14.3	14.4	14.6	6.1	4.3	46.3	13.6	16.8	43.3	46.4	38.7	20.0	35.0	28.1	8.8	8.5	45.0	38.6	17.75	.....	28.00-32.00	43
15.0	14.7	14.9	6.3	5.5	55.7	13.7	16.0	47.6	56.1	39.7	19.6	35.2	28.0	8.8	8.8	39.3	38.8	19.50	.....	25.50-29.50	44
13.5	13.7	14.2	6.5	3.8	52.4	13.7	14.8	46.1	42.0	35.6	19.5	32.4	25.8	8.2	8.0	44.4	38.7	15.50	.....	32.50-36.50	45
13.6	13.7	14.4	9.3	4.2	52.1	13.3	14.4	46.8	43.5	36.0	18.7	32.6	26.5	8.3	8.3	41.5	39.0	15.50	.....	.....	46
14.1	14.9	14.6	6.2	4.5	53.1	13.5	15.4	43.5	41.5	34.6	20.0	33.1	26.3	8.2	8.0	40.9	38.5	16.00	.....	25.00-29.00	47
14.3	14.3	14.5	6.3	4.8	44.3	13.2	16.5	42.7	45.0	36.0	19.6	33.7	26.5	8.6	8.6	45.4	39.1	16.00	.....	22.00-26.00	48
15.5	14.9	15.4	7.2	5.4	41.9	14.2	16.9	42.3	43.7	.....	22.4	37.6	25.6	9.2	9.0	43.1	38.1	.....	8.37	21.00-25.00	49
15.4	15.5	15.9	7.2	3.6	48.5	13.2	16.5	44.0	41.5	39.3	22.0	36.2	24.8	9.0	8.9	37.7	37.8	.....	12.95	26.00-30.00	50
16.8	15.1	15.6	6.7	6.5	48.1	13.7	17.7	39.8	42.7	40.5	23.0	36.6	27.2	9.3	9.3	42.8	39.2	.....	10.30	22.00-26.00	51
16.3	16.3	16.6	7.3	6.9	41.5	15.6	16.7	40.7	44.7	39.6	23.0	38.3	28.6	10.0	9.6	39.8	37.8	.....	10.50	19.50-23.50	52
16.7	15.5	16.1	6.7	6.7	41.5	13.0	17.3	41.1	41.1	40.0	22.0	36.7	28.0	9.3	9.6	42.0	38.0	.....	11.50	28.00-32.00	53
17.3	16.0	16.6	7.3	5.7	38.4	15.1	16.9	43.9	45.0	39.3	22.4	37.7	27.3	9.7	9.8	44.2	37.7	.....	10.10	22.00-26.00	54
15.1	14.7	15.1	7.3	6.3	49.4	13.7	17.1	42.2	47.2	37.0	21.2	34.1	26.6	9.0	9.3	41.4	37.7	.....	8.25	26.00-30.00	55
17.3	15.9	16.6	7.8	6.6	48.0	12.9	17.2	47.7	48.0	40.5	22.9	35.7	28.6	9.5	9.7	43.4	38.0	.....	.....	21.00-25.00	56
15.2	15.0	15.7	7.3	6.0	44.8	14.0	16.8	47.1	40.9	38.3	21.4	34.2	25.8	9.2	9.3	43.3	37.6	.....	5.40	24.50-28.50	57
15.5	13.9	14.6	7.0	5.4	44.0	12.4	.....	40.0	43.6	.....	20.9	32.3	26.2	9.3	9.5	45.0	37.5	.....	4.90	22.00-26.00	58
15.0	15.0	15.3	7.8	5.3	60.2	10.9	17.3	41.5	37.1	37.7	20.3	30.8	25.0	8.9	8.8	40.8	38.1	.....	.....	17.00-21.00	59
14.9	15.1	15.0	7.4	5.1	51.8	11.4	16.1	42.7	35.6	36.0	20.5	33.2	25.0	7.9	7.8	36.4	38.4	.....	13.00	20.50-24.50	60
16.3	15.9	16.5	8.3	6.1	62.3	12.6	17.5	50.0	45.5	37.5	21.3	32.0	26.4	8.8	8.6	44.3	39.0	.....	13.65	20.00-24.00	61
15.0	15.3	16.0	8.4	5.3	54.4	12.6	17.0	41.0	46.0	34.0	21.8	34.1	27.7	8.9	8.8	39.2	37.7	.....	10.75	23.00-27.00	62
14.8	14.7	14.7	7.3	5.5	55.4	10.5	15.6	44.0	38.5	36.5	20.0	30.3	24.3	8.0	8.0	39.2	37.8	.....	13.00	23.50-27.50	63
14.8	14.9	15.1	7.4	5.5	55.1	12.4	15.6	42.3	36.9	37.3	19.9	31.2	24.8	8.9	8.4	43.2	38.3	.....	13.25	21.00-25.00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing

(11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$32.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	April 1926	April 1929	April 1933	April 1940	April 1941	April 1942	April 1943	April 1944	Mar. 1945	April 1945
All commodities.....	64.0	127.4	155.9	97.3	101.2	94.5	65.3	83.1	86.8	95.0	99.0	102.9	103.0	103.4
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	103.8	86.5	56.6	76.1	75.9	83.5	89.8	95.5	96.0	96.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	100.4	108.9	59.5	77.5	84.5	99.6	106.5	107.7	107.0	106.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.7	92.4	67.0	84.2	86.0	92.0	91.9	91.9	91.7	91.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.3	94.6	59.3	86.9	92.6	101.4	107.4	118.0	118.3	120.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.7	93.8	85.0	102.5	109.0	115.4	115.7	117.1	117.2	117.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	98.7	103.5	60.5	76.3	77.7	77.8	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	98.7	91.9	83.9	87.2	91.8	98.4	99.6	102.5	103.1	103.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.4	95.4	81.6	85.5	95.9	104.5	100.4	99.9	100.1	100.0
Classified according to purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	101.3	93.6	70.2	82.6	87.1	95.1	96.9	97.9	97.5	97.6
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	102.0	97.4	63.7	78.8	84.7	96.3	102.3	102.4	101.9	102.0
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.8	91.0	74.6	85.1	88.7	94.3	93.3	94.9	94.6	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	100.8	95.0	60.0	80.3	81.6	87.8	93.2	100.0	100.7	101.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	96.9	94.0	87.3	96.6	102.7	108.2	111.7	119.1	121.1	121.1
Producers' Materials.....	69.1	139.0	171.0	98.2	101.2	95.1	57.0	78.5	79.2	85.5	91.1	97.9	98.4	98.8
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.6	100.2	74.8	94.2	100.9	115.1	119.1	127.2	127.9	128.0
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	101.3	94.0	54.0	75.8	75.5	80.5	86.4	92.9	93.4	93.9
Classified according to origin—														
I. Farm—														
A Field.....	59.2	134.7	176.4	91.2	102.8	86.2	56.6	73.2	74.4	80.9	85.7	91.0	91.0	91.0
B Animal.....	70.1	129.0	146.0	95.9	100.8	106.0	60.5	80.4	85.9	97.0	101.8	101.2	100.9	101.0
Farm (Canadian).....	64.1	132.6	163.6	88.0	104.3	95.8	46.5	72.1	69.5	81.4	92.3	104.0	105.1	105.3
II. Marine.....	65.9	111.6	114.1	91.7	97.8	103.0	58.6	75.0	81.7	112.6	123.9	134.1	132.0	132.0
III. Forest.....	60.1	89.7	151.3	106.8	100.3	94.4	59.5	86.6	92.2	101.0	106.9	117.2	117.5	119.7
IV. Mineral.....	67.9	115.2	134.6	106.4	92.2	92.6	79.7	88.9	93.2	97.8	98.8	100.6	100.9	100.8
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	102.2	94.7	53.0	76.8	79.3	88.9	97.0	104.7	104.7	104.7
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.5	92.4	69.6	81.5	85.5	91.7	93.0	93.8	93.7	94.2

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1938=1000	1936-1939=1000	1935-1939=1000	1926-1930=1000	180
Number of Commodities:		(a)		(b)		(a)		(g)	1125		(f)	(d)		(b)
Base Period:	1926		1926		1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1935-1939=1000	1926-1930=1000	
1913.....	64.0	79.1	69.8	70.7	.....	100	100	100	100	814	.....	.....	748	628
1914.....	65.5	79.7	68.1	71.8	.....	123	100	100	1090	855	.....	.....	805	876
1915.....	70.4	80.7	69.5	72.5	.....	146	.....	.....	1204	882	.....	.....	882	724
1916.....	84.3	87.0	85.5	77.9	.....	176	.....	.....	1379	908	.....	.....	1024	786
1917.....	114.3	102.4	117.5	91.6	.....	203	.....	.....	1583	996	.....	.....	1225	850
1918.....	127.4	115.6	131.3	107.5	.....	215	.....	.....	1723	1064	.....	.....	1282	912
1919.....	134.0	126.5	138.6	123.8	.....	224	.....	.....	1854	1177	.....	.....	1256	1019
1920.....	155.9	145.4	154.4	143.0	.....	226	.....	.....	200	1458	.....	.....	1536	1019
1921.....	110.0	129.9	97.6	127.7	.....	226	.....	.....	1805	1320	.....	.....	1428	1034
1922.....	97.3	120.4	96.7	119.7	.....	172	191.2	.....	1445	1101	.....	.....	1053	1010
1926.....	100.0	121.8	100.0	126.4	.....	166	167.5	.....	1337	1063	.....	.....	1053	1010
1929.....	96.4	120.5	96.7	122.6	.....	157	144.6	.....	1358	1069	.....	.....	994	1006
1930.....	95.6	121.7	95.3	122.5	.....	164	141.2	.....	1305	1066	.....	.....	988	1004
1931.....	86.6	120.8	86.4	119.4	.....	157	126.5	.....	1155	1041	.....	.....	963	981
1932.....	67.1	94.4	65.9	92.4	.....	140	91.0	.....	1047	932	.....	.....	904	795
1933.....	78.6	102.2	78.6	100.8	.....	156	107.1	.....	1174	1000	.....	.....	1036	951
1938.....	75.4	101.5	77.1	99.4	.....	158	113.0	.....	1146	999	.....	.....	1071	990
1939.....	82.9	105.6	78.6	100.2	.....	184	143.0	.....	1273	1034	.....	.....	1195	1035
1940.....	90.7	111.7	87.3	105.2	.....	199	133.5	.....	1398	1082	.....	.....	1311	1073
1941.....	95.7	117.0	98.8	116.5	.....	200	209.6	.....	1569	1173	.....	.....	1416	1109
1942.....	100.0	118.4	103.1	123.6	.....	199	218.2	.....	1766	1242	.....	.....	1513	1002
1943.....	102.5	118.9	104.0	124.6	.....	201	225.6	.....	1706	1288	.....	.....	1558	1003
1944.....	102.9	119.1	103.9	124.6	.....	200	223.1	.....	1773	1291	.....	.....	1558	1003
April.....	102.5	119.2	104.0	125.1	.....	200	223.4	.....	1773	1292	.....	.....	1565	1001
May.....	102.5	119.0	104.3	125.4	.....	200	223.4	.....	1773	1292	.....	.....	1565	1001
June.....	102.5	119.0	104.1	126.1	.....	201	224.1	.....	1757	1296	.....	.....	1566	1001
July.....	102.5	118.9	104.1	126.1	.....	201	224.1	.....	1757	1296	.....	.....	1566	1001
August.....	102.3	118.8	103.9	126.4	.....	202	223.5	.....	1757	1295	.....	.....	1566	1001
September.....	102.4	118.6	104.1	126.5	.....	201	222.8	.....	1761	1281	.....	.....	1559	1003
October.....	102.4	118.6	104.1	126.6	.....	201	222.7	.....	1770	1301	.....	.....	1559	1003
November.....	102.5	118.6	104.7	127.0	.....	201	223.0	.....	1779	1308	.....	.....	1574	1004
December.....	102.5	118.6	104.7	127.1	.....	201	221.4	.....	1766	1311	.....	.....	1570	1004
1945—January.....	102.8	118.6	105.2	127.1	.....	202	221.0	.....	1775	1315	.....	.....	1577	1004
February.....	103.0	118.7	105.2	126.9	.....	202	220.9	.....	1769	1314	.....	.....	1580	1006
March.....	103.4	118.7	105.3	127.1	.....	202	220.9	.....	1769	1314	.....	.....	1580	1006
April.....	103.4	118.7	105.3	127.1	.....	202	220.9	.....	1769	1314	.....	.....	1580	1006
May.....	119.0	.....	.....	.....	.....	203	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title, *Activities of the Wartime Prices and Trade Board*.

Wholesale Prices, April, 1945

Wholesale prices were firmer again in April, the monthly composite index for 508 commodities advancing 0.4 point above the March level to 103.4. This was due to a rise of 2.2 points to 120.5 in wood, wood products and paper, on higher prices for newsprint paper and spruce lumber. The newsprint advance of \$3 per ton (U.S. funds) affected export prices only. Declines were registered by two groups; animal products decreased 0.1 to

106.9 following a reduction in eggs and butter which outweighed gains in live stock and lard, while chemicals and allied products weakened the same amount to 100.0. The remaining five groups were unchanged at the following levels: vegetable products 96.0; fibres, textiles and textile products 91.7; iron and its products 117.2; non-ferrous metals 79.7 and non-metallic minerals 103.1.

The Canadian farm product wholesale price index recorded an increase of 0.2 to 105.3 between March and April. Animal products advanced 0.6 to 124.2, due to higher prices for live stock which outweighed a decrease in eggs. Field products were unchanged at 94.0, upturns for potatoes and rye balancing weakness in hay and onions.

Legislative Proposals of Labour Organizations

PROPOSALS for legislation were submitted recently to the governments of the provinces of Nova Scotia and Ontario by the provincial federations of the Canadian Congress of Labour and to the government of Alberta

by a delegation from the Alberta Federation of Labour (Trades and Labour Congress). A summary of these proposals which deal with a number of matters of special interest to labour, follows:

Nova Scotia Federation, Canadian Congress of Labour

Recently, a deputation from the Nova Scotia Federation of Labour (Canadian Congress of Labour), headed by Thomas MacLachlan, President, presented a series of legislative proposals to Prime Minister A. S. MacMillan and members of his cabinet.

The following is a digest of some of the recommendations made by the deputation:

(1) That the provincial government take action at once with a view to having new coal mines opened in the Sydney, North Sydney and Inverness areas in order to provide employment for the growing population;

(2) That an increase of from half a cent to one cent per ton of coal sold be made to the government allowance grants to the Workers' Relief Societies in the coal industry;

(3) That inquiries into fatal accidents in the coal mining industry be determined before chosen juries of miners;

(4) That first-aid stations be established underground in the larger coal mines;

(5) That an immediate housing survey of the province be made in co-operation with organized workers and farmers with a view to formulating a town planning program which would include slum clearance, the provision of proper sanitary facilities and the creation of suitable parks, playgrounds and community centres;

(6) That free school books be provided for all Grades, including Grade XII;

(7) That labour be given representation on all planning boards and commissions established in the province in connection with postwar reconstruction and rehabilitation;

(8) That organized government employees be given recognition;

(9) That the Workmen's Compensation Act, the Factories Act and the Coal Mines Regulations Act be amended in several particulars;

(10) That the qualifying age for old age pensions be lowered to 60 years and the minimum pension raised to \$50.00 per month;

(11) That the store hours of the Liquor Control Commission be changed so that workers would have better opportunities to purchase supplies;

(12) That legislation be enacted making accident insurance compulsory for all bus and tram car travellers;

(13) That labour be given direct representation on boards set up to examine applicants for miners' and electrical operators' certificates;

(14) That day nurseries be established by the provincial government in co-operation with the municipalities and that free hospitalization be provided for maternity cases;

(15) That a Labour Code be set up for Nova Scotia which would make provision for (a) ratifying union shop agreements after a union has been certified as the bargaining

agency (b) defining unfair labour practices with adequate penalties therefor (c) the application of the check-off, and (d) the outlawing of company unions.

Ontario Executive, Canadian Congress of Labour

A delegation from the Ontario Federation of Labour (Canadian Congress of Labour) headed by President Elroy Robson, interviewed the Prime Minister, Hon. George Drew and members of his cabinet early in March, and presented several legislative proposals of special interest to Labour. The delegation represented approximately 150,000 union workers employed in such Ontario industries as, automobile, aircraft, steel, mining, building, furniture, textiles, furs, electrical, transportation, printing, rubber, leather, packing house and others.

The delegation urged that a permanent labour code should be established without delay inasmuch as the Regulations provided by the Federal Order in Council P.C. 1003 were considered inadequate. It was suggested that the code should include provisions for the compulsory maintenance-of-membership, union shop and check-off clauses when these were requested by a majority of the employees of a certified bargaining agency. Simplification of certification procedure and the abolition of company unions was urged.

The delegation recommended the appointment of a labour liaison officer whose duty it would be to expedite procedure in connection with cases brought before the Regional War Labour Board of Ontario.

Amendments in the Workmen's Compensation Act were asked to provide for more generous treatment of workmen suffering from silicosis and hernia. It was also suggested that a Legislative Committee be established to make a general study of workmen's compensation in Ontario, especially with regard to the extent and duration of compensation paid to injured workers.

Changes in legislation affecting education were suggested, such as providing free text books in all schools through to university; the establishment of evening classes for adults; the making of larger grants to more students to enable them to continue their education; larger salaries for teachers with provision for greater security and collective bargaining; and the planning of the construction of schools so that they might also be used as community centres. The delegation urged the government to co-operate fully with the Federal government in providing vocational training and refresher courses for ex-members of the armed forces, especially those who were

handicapped. It was also urged that the school-leaving age be raised to 18 years.

The appointment of more factory inspectors and more frequent and thorough inspection of factories was urged. It was also requested that copies of reports of factory inspectors be furnished to the union which has an agreement covering the employees of such plants.

The establishment of a Housing Commission was recommended to study the problem of housing and to formulate a policy to relieve the current shortage of houses, to correct existing sub-standard housing conditions where necessary and to give leadership to municipalities operating under the Federal housing plan.

It was suggested that a conference be called by the Department of Highways of all interested bodies, including labour, to discuss ways and means of improving and extending provincial highways as soon after the end of the war as possible.

The taxation of public utilities was opposed and the extension of hydro-electric power services was urged so that, ultimately, every home in the province would be served.

Improved standards of physical fitness were stated to be necessities and, to this end, a program of health and recreation should be developed. Further, it was suggested that certificates of health be required before marriage licenses were issued.

The Government was commended for legislation providing one week's vacation with pay, but it was recommended that this be extended to two weeks. It was urged that the minimum wages for adults be raised; that the principle of equal pay for equal work be established; and that the payment of premium rates be provided for work done other than on day shifts.

The abolition of the municipal poll tax and the setting of the voting age at 18 years was advocated. The government was urged to take all possible steps to prevent discrimination against workers on grounds of race, colour, creed or nationality.

The delegation also requested the abolition of the means test in connection with old age pensions and expressed opposition to the taxation of co-operatives or credit unions and to the levying of amusement taxes on tickets of less than 50 cents in value.

Alberta Federation, Trades and Labour Congress

A delegation from the Alberta Federation of Labour (Trades and Labour Congress) recently presented a number of legislative proposals to the Government of that Province.

Dealing with collective bargaining and union recognition, the opinion was expressed that the successful operation of the Industrial Disputes and Conciliation Act was being interfered with by the wartime orders and regulations which the Federal Government considered essential. It was claimed that directive orders of Selective Service Officers showed clearly the necessity for defining more clearly what is meant by "temporary employees". It was held too, that the Act should stipulate, or give the Board of Industrial Relations the power to stipulate, the date of closing of lists of employees allowed to vote to elect a bargaining agency. It was requested further, that election procedure be modified to permit of voting over a period of 24 hours, and that union agreements, when duly completed, should remain in force for a minimum of one year. The delegation also urged that both unions be represented on conciliation boards in the case of jurisdictional disputes and that union membership be more clearly defined.

It was recommended that truck and taxi drivers and restaurant employees be brought under the Hours of Work Act and that legislation be provided making statutory holidays and vacations with pay compulsory. While asserting that federal laws controlling wages in wartime interfered with provincial legislation with respect to minimum wages, the Government was urged to enact legislation with a view to raising minimum wages to provide a better standard of living for workers, as soon as federal controls were lifted.

It was asserted that although the Government of Alberta had given a lead in preparing for postwar reconstruction, there was need for a sound housing scheme which would provide adequate housing as well as employment within the province in the postwar period.

The Government was urged to continue to use and control many wartime industries with a view to providing continued employment for workers. The establishment of health clinics, x-ray services and the combatting of social diseases was also urged. In connection with the campaign for better health, it was contended that the nursing profession should be encouraged by providing free courses and text books for probationers, better pay for nurses and an extension of the eight-hour day to cover all the hospitals in the province.

Workmen's compensation was discussed in detail and it was asked that the rate be increased to 100 per cent of earnings at the time of incapacity and made payable from the time of the accident. It was also asked that the present \$2,000 limit on compensation be abolished and that all occupational diseases be covered by the Act.

With regard to the prevention of accidents, the setting up of safety committees, the appointment of more inspectors and first-aid men and the all-round better enforcement of the regulations, was recommended.

The delegation asked that the qualifying age for old-age pensions be reduced to 60 years, that the "means test" be abolished and increases be made in the pensions sufficient to provide a decent standard of living.

Changes in education were suggested to provide for free continuation courses up to and including the university, more and better technical schools and the establishment of vocational guidance committees to help students choose courses for which they were best suited. The Government was urged to make a study of adult education.

Other matters touched upon included requests for: the removal of Japanese from the province; the employment of two qualified journeymen on all service or trouble trucks when it was necessary to do pole-climbing; and changes in the procedure followed in cases coming within the scope of the Masters and Servants Act.

Hon. E. C. Manning, Premier of the Province in his reply stated that the Provincial Government had enacted legislation to help solve the housing problem in the form of a loan company financed by both the provincial and municipal governments. He pointed out that a bill had already been introduced in the legislature, which, if passed, would reduce hours of work for males from 54 to 48 hours per week. The Premier also promised to take over all labour legislation as soon as the war is over and to give consideration to suggestions with respect to holidays with pay, statutory holidays with pay and increased minimum wage scales. It was stated that the Workmen's Compensation Act would receive its quinquennial revision in the near future. Concerning collective bargaining, the Premier suggested that the Federation set up a committee to consult with the Minister and Deputy Minister of Trade and Industry with a view to bringing about satisfactory amendments to the Act.



CANADA

DEPARTMENT OF LABOUR

**WAGE RATES AND HOURS OF
LABOUR IN CANADA
1943**



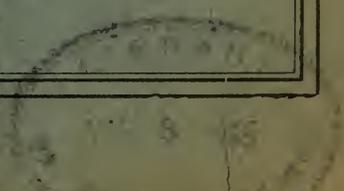
REPORT No. 26

Issued as a Supplement to THE LABOUR GAZETTE, JUNE, 1945



Minister—HON. HUMPHREY MITCHELL
Deputy Minister—ARTHUR MacNAMARA, LL. D.

Ottawa
EDMOND CLOUTIER
Printer to the King's Most Excellent Majesty
1945



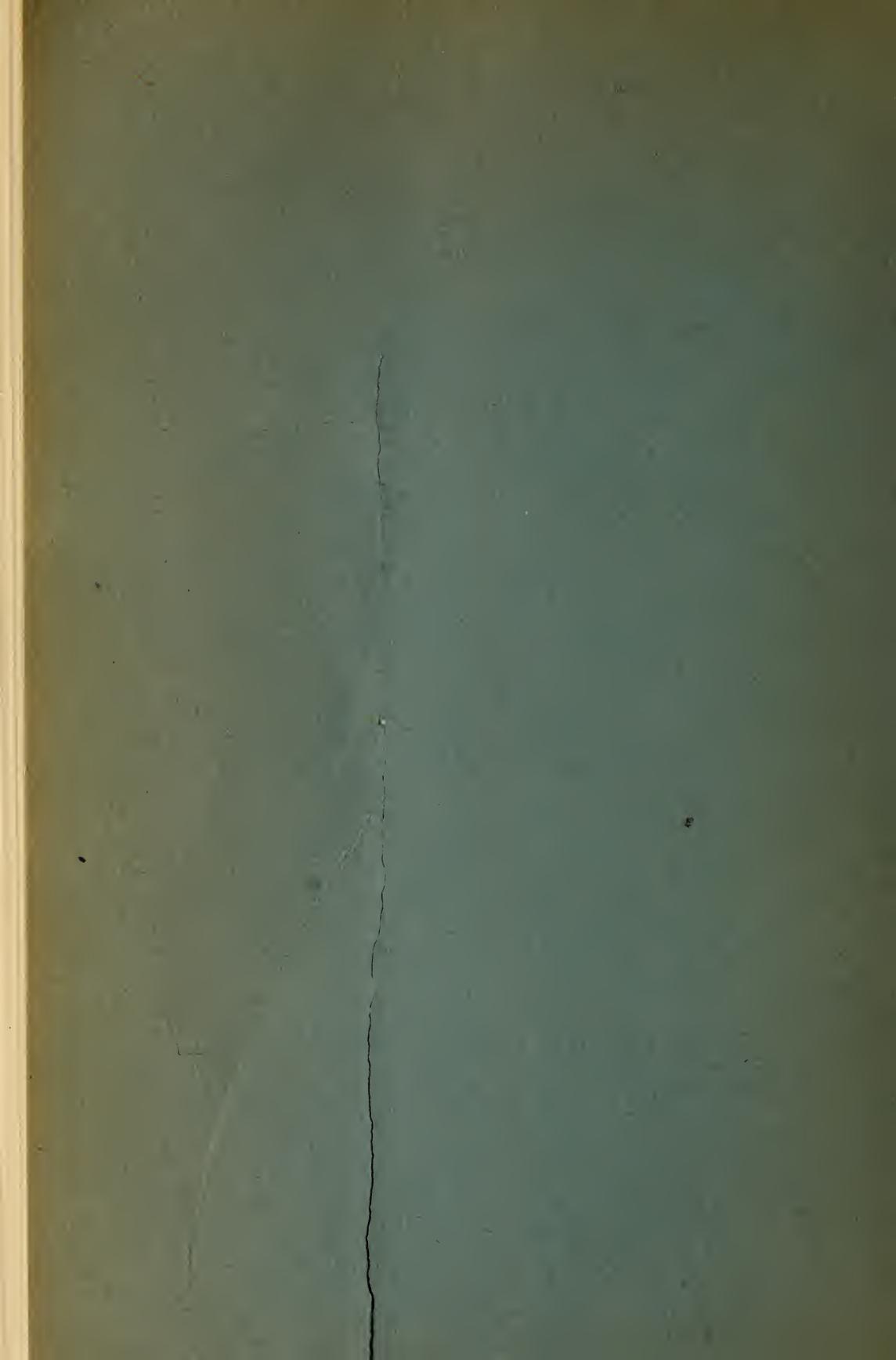


TABLE OF CONTENTS

	PAGE No.
Summary and Introductory Notes.....	3
Table I.—Index Numbers of Wage Rates in Canada, by Industry, 1939-1943; 1939 = 100.....	7
Table II.—Index Numbers of Wage Rates for Certain Main Groups of Industries in Canada, 1901-1943; 1939 = 100.....	9
TABLE IIA.—Index Numbers of Wage Rates for Certain Main Groups of Industries in Canada, 1901-1943; 1935-1939 = 100.....	10
Table III.—Wage Rates and Hours of Labour in Logging Industry, 1943.....	11
Table IV.—Wage Rates and Hours of Labour in Mining Industry, 1943.....	13
(1) Coal Mining.....	13
(2) Metal Mining.....	14
Table V.—Wage Rates and Hours of Labour in Manufacturing Industries, 1943.....	18
(1) Primary Textile Products.....	18
Cotton Yarn and Cloth.....	18
Woollen Yarn and Cloth.....	18
Knitting—Hosiery, Underwear and Outerwear.....	19
Rayon Yarn and Fabric.....	19
(2) Clothing.....	20
Men's and Boys' Suits and Overcoats.....	20
Work Clothing.....	21
Shirts.....	22
Women's and Children's Coats and Suits.....	23
Women's and Children's Dresses.....	24
(3) Rubber Products.....	24
(4) Pulp and Paper Products.....	26
Pulp.....	26
Newsprint.....	27
Paper Other Than Newsprint.....	28
(5) Paper Boxes.....	29
(6) Printing and Publishing.....	30
Printing Trades.....	30
Lithographing, Photo-Engraving, Stereotyping and Electrotyping.....	33
(7) Lumber and Its Products.....	33
Sawmill Products.....	33
Planing Mills, Sash, Doors, etc.....	35
Furniture.....	36
(8) Edible Plant Products.....	37
Flour.....	37
Bakery Products.....	38
Biscuits.....	40
Confectionery.....	41
(9) Fur Products.....	42
(10) Leather and Its Products.....	42
Leather Tanning.....	42
Boots and Shoes.....	45
(11) Edible Animal Products.....	46
Meat Products.....	46

TABLE OF CONTENTS—*Concluded*

	PAGE No.
Table V.—Wage Rates and Hours of Labour in Manufacturing Industries, 1943 — <i>Concluded</i>	
(12) Iron and Its Products.....	49
Crude, Rolled and Forged Products.....	49
Foundry and Machine Shop Products.....	50
Machinery, Engines, Boilers, Tanks, etc.....	52
Aircraft.....	54
Shipbuilding (Steel Ships).....	55
Motor Vehicles (Automobiles).....	57
Motor Vehicle Equipment and Parts.....	57
Firearms.....	58
Stoves, Furnaces, etc.....	59
Agricultural Implements.....	61
Sheet Metal Products.....	61
(13) Tobacco Products.....	63
Tobacco and Cigarettes.....	63
Cigars.....	63
(14) Beverages.....	63
Brewery Products.....	63
(15) Electric Current Production and Distribution.....	65
(16) Electrical Apparatus, etc.....	66
Radio Sets and Parts.....	66
Electrical Apparatus, etc.....	66
Table VI.—Wage Rates and Hours of Labour in Construction Industry, 1943.....	70
Table VII.—Wage Rates and Hours of Labour in Transportation and Storage, 1943....	76
(1) Water Transportation (Inland and Coastal).....	76
(2) Stevedoring.....	79
(3) Steam Railways.....	80
(4) Grain Elevators.....	82
(5) Electric Street Railways.....	83
(6) Motor Transport (Local).....	87
Table VIII.—Wage Rates and Hours of Labour in Telephone Communication, 1943.....	87
Table IX.—Wage Rates and Hours of Labour in Service, 1943.....	88
(1) Civic Employees.....	88
(2) Laundry Workers.....	90
(3) Garage Mechanics.....	91
Appendix: Wages in Agriculture, 1943 and 1944.....	93

WAGE RATES AND HOURS OF LABOUR IN CANADA, 1943

REPORT No. 26

SUMMARY

THIS report, the twenty-sixth in the series beginning in 1921, contains tables of index numbers of rates of wages and tables showing average wage rates for selected occupations along with the predominant ranges of rates and the standard or normal hours of labour per week. The statistics of rates are given by province or region and in some cases by cities. They apply to nearly all industries. In most cases the data apply to 1943 only, but for a number of industries comparative figures for earlier years are shown.

A new index number of wage rates has been calculated for the period 1939 to 1943 on the base of rates in 1939, the last pre-war year, as 100. This index is shown by industries and main industry groups in Table I. For the period 1901 to 1939 the index on the base of rates in 1935 to 1939 as 100 has been converted to the new base and the whole series 1901 to 1943 shown in Table II. In Table IIA the index is shown on the base of rates in 1935 to 1939 as 100.

An appendix to the report gives data regarding wages paid to farm labour in 1943 and 1944, as published by the Dominion Bureau of Statistics.

The general level of wages in Canada during 1943 was the highest yet recorded, the index covering six main industrial groups being 32·8 per cent higher than in 1939 and 23·8 per cent higher than in 1920 which was the peak of the inflationary movement following World War I. For the period August 1939 to December 1943 the index number of the cost of living advanced 18·4 per cent.

During the period 1939 to 1943 considerable increase in wage rates in all industries was indicated, continuing the advance from the low levels of the depression reached in 1933. From 1939 to 1940 the general index number of wage rates advanced 3·9 per cent; from 1940 to 1941, 8·8 per cent; 1941 to 1942, 8·3 per cent; and from 1942 to 1943, 8·4 per cent. The gradually upward trend has continued from year to year in all industries since the outbreak of war.

In addition to adjustments made by authority of the War Labour Boards the wage data include any cost of living bonus paid, including the last bonus ordered by the National Board which became effective in November, 1943.

INTRODUCTORY NOTE

Statistics of rates of wages and hours of labour have been collected by the Department since it began to function in 1900 and were published from time to time in the *Labour Gazette*. A separate report on wages was issued in 1921 as a supplement to the *Labour Gazette*. This was the first report in the present series and contained statistics for certain trades and industries in various cities in Canada from 1901 to 1920 with index numbers based on rates in 1913 as 100. The information was obtained mainly from employers and trade unions but data from collective agreements in force and from Departmental officers and correspondents were also used.

In subsequent reports the scope of the statistics has been gradually broadened to include a representative list of occupations in most industries and additional groups were added from time to time to the table of index numbers.

In Report Number 24, containing statistics for 1940 and previous years, the index number was converted to the base 1935 to 1939 as 100 following the publication by the Dominion Bureau of Statistics of a new official index number of the cost of living on that base. Report No. 25 covered the years 1929, 1940 and 1941. No report was published covering the year 1942, but a table of index numbers appeared in the *Labour Gazette* for December, 1943 and again in October 1944.

The method of presenting the statistics on wage rates in the present report has been changed from the method employed in previous reports. In these the rates were shown for most industries in the form of coded samples giving the predominant or representative rate or range of rates paid by each establishment for each of several selected occupations. With few exceptions statistics by region or province were not shown.

The revised form of publication shows the weighted average wage rates as well as the predominant range of rates (approximately the middle 80 per cent) by main occupations and by province or region. Where feasible, rates in Montreal and Toronto are also given. In the construction industry, printing and publishing, street railways, and certain classes of civic employees' rates are given for other cities as well.

The hours shown are the standard or normal hours per week in the industry. Where there is a variation in the number of hours as between establishments affecting a considerable proportion of workers the predominant range is shown.

SOURCE OF INFORMATION

The Statistics for 1943 have been obtained from some 15,000 establishments supplemented by information from trade union returns and from collective agreements. Most of the establishments with 15 or more employees were included in the survey with a representative number of smaller firms in certain industries such as garages, foundries and machine shops, sawmills and in the construction industry.

Prior to 1942 the mailing list of employers contained about 6,000 establishments including most of the larger firms and a representative number of smaller firms.

The more complete coverage was undertaken to meet the needs of the National War Labour Board when it began to function in 1942.

WAGE CONTROL AND THE COST OF LIVING BONUS*

Much of the wartime increase in wages as indicated by the index number of wage rates came about by way of a cost of living bonus, payment of which was provided for under the wages control policy of the Government. All such bonuses have been included in the rates throughout this Report.

The first order relating to the control of wages and the payment of a bonus to cover increases in the cost of living was Order in Council P.C. 7440 of December 16, 1940, for the guidance of Boards of Conciliation and Investigation in their recommendations in dealing with disputes over wages for mining, some public

* For details of the Orders in Council dealing with wage control and cost of living bonus, see appropriate issues of the *Labour Gazette*; a bulletin issued by the Department of Labour, Wartime Orders in Council Affecting Labour (Revised Edition June 1943); and bulletins issued by the National War Labour Board.

utilities and war industries under the Industrial Disputes Investigation Act. The policy was recommended also for the adjustment of wages generally.

This Order was replaced by the Wartime Wages and Cost of Living Bonus Order P.C. 8253 of October 24, 1941, which stabilized all wage rates at the level in effect on November 15, 1941. No change in basic rates was permitted without the approval of The National War Labour Board or a Regional Board which were set up under the Order.

This Order in turn was replaced by the Wartime Wages Control Order P.C. 5963 of July 10, 1942, which was a consolidation of previous orders and amendments thereto.

A cost of living bonus was payable under both the above Orders and adjusted quarterly in accordance with orders issued by the National Board. For each rise of one point in the cost of living index of the Dominion Bureau of Statistics, adjusted to the base of August 1939 as 100, the bonus must be increased by 25 cents a week in the case of adult male employees and all other employees receiving \$25.00 a week or more, and by one per cent of the basic weekly wage rate in the case of men under 21 years of age and women who receive less than \$25.00 per week.

Following the establishment of the ceiling on prices effective December 1, 1941, increases in the cost of living were slight with the result that no general adjustment in the bonus was ordered until the summer of 1942. The first adjustment was 60 cents per week for those on the flat rate or 2.4 per cent for those on a percentage basis as from August 15, 1942. This was later increased to 95 cents per week or 3.8 per cent as the case may be as from November 15, 1943.

The maximum bonus payable under these orders was \$4.60 per week for those on the flat rate bonus and 18.4 per cent of the basic wages for those on a percentage bonus both based on an increase in the cost of living since August 1939 of 18.4 points.

Under Order in Council P.C. 9384 of December 9, 1943, effective February 15, 1944, provision was made for the establishment of wage rates incorporating therein cost of living bonuses payable in respect of the rise in the cost of living, to stabilize the wage structure established in this manner, and to provide machinery for rectification of any gross inequalities and injustices in wage rates so established.

INDEX NUMBERS

In Table I the new index number of wage rates covering the period 1939 to 1943 is shown for each of six main industrial groups and for each of the industries included therein according to the Dominion Bureau of Statistics classification. The index number was calculated by the use of weighted aggregates.

The weighted average wage rate was obtained for each of a representative list of occupations in an industry. Each such average was multiplied by the number of workers in the occupation used as a weight for that occupation throughout the period. For the index number for the industry the sum of these products was expressed as a percentage of the corresponding sum in the base year.

To obtain each main industrial group index, the indexes for the various industries included were weighted by the number of workers in each industry based on census data and to obtain the general index the main industrial groups were weighted in proportion to the number of workers in each group.

For the period 1901 to 1939 no new calculation was made, the index number previously published on the old basis being converted to the base of rates in 1939 as 100. This index was calculated by the use of link relatives. The

percentage change from year to year for each occupation was calculated. The simple arithmetic average of these percentages was obtained and the average increase or decrease applied to the index for the industry for the preceding year. To obtain the general index the main group indexes were weighted in proportion to the number of workers in each group based on data from the decennial census.

For the period 1940 to 1943 the index numbers were calculated by both methods mentioned above. The differences were not substantial for any of the years of "over-lap". The figures are as follows, the new index being shown first in each year and followed by the index as calculated by the former method: 1940, 103·9 and 103·9; 1941, 113·1 and 114·2; 1942, 122·5 and 123·1; 1943, 132·8 and 132·4.

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY
INDUSTRY, 1939-1943

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943
Logging	100	104.9	114.0	125.9	143.1
Logging, Eastern Canada.....	100	105.9	114.8	124.9	142.0
Logging, Western Canada.....	100	101.1	110.8	129.7	147.5
Mining	100	102.5	111.2	116.6	123.7
Coal Mining.....	100	102.1	109.4	113.1	124.8
Metal Mining.....	100	102.8	112.2	118.7	123.1
Metal Mining, Quebec and Ontario.....	100	103.0	112.2	118.0	121.7
Metal Mining, Manitoba and Saskatchewan.....	100	101.0	107.8	114.4	121.7
Metal Mining, British Columbia.....	100	102.7	113.7	123.0	128.7
Manufacturing	100	104.3	115.2	125.5	135.6
Textile Products.....	100	106.6	118.6	128.3	139.9
Primary Textile Products.....	100	107.5	119.0	127.8	140.4
Cotton Yarn and Cloth.....	100	109.6	123.8	128.1	136.6
Woolen Yarn and Cloth.....	100	107.6	120.1	136.6	152.8
Knitting—Hosiery, Underwear and Outerwear... Rayon, Yarn and Fabrics.....	100	105.8	112.5	123.6	138.5
Clothing.....	100	106.8	122.9	129.0	141.3
Men's and Boys' Suits and Overcoats.....	100	105.3	118.0	129.0	139.3
Men's Work Clothing.....	100	107.2	117.9	129.8	146.6
Shirts.....	100	106.0	118.2	133.3	140.8
Women's and Children's Coats and Suits.....	100	102.4	107.0	122.6	135.9
Women's and Children's Dresses.....	100	101.7	126.9	131.8	134.5
Women's and Children's Dresses.....	100	106.1	118.8	127.5	133.2
Rubber Products.....	100	102.1	117.1	127.1	129.9
Pulp and Paper Products.....	100	103.3	108.4	113.7	118.1
Pulp and its Products.....	100	104.6	109.5	115.1	120.0
Pulp.....	100	108.1	114.4	124.0	128.6
Newsprint.....	100	103.7	107.7	109.6	115.4
Paper other than Newsprint.....	100	103.4	107.5	113.2	120.1
Paper Boxes.....	100	102.9	115.5	123.9	128.9
Printing and Publishing.....	100	101.7	105.8	110.0	113.6
Newspaper Printing.....	100	101.3	105.5	108.3	111.6
Job Printing and Publishing.....	100	101.4	105.9	110.6	113.8
Lithographing, Photo-Engraving, Stereotyping and Electrotyping.....	100	103.5	106.4	114.6	117.8
Lumber and its Products.....	100	104.4	117.7	131.0	141.9
Sawmill Products.....	100	105.0	115.0	130.7	143.8
Planing Mills, Sash, Doors, etc.....	100	105.0	120.0	123.7	128.7
Furniture.....	100	101.7	125.0	139.0	147.6
Edible Plant Products.....	100	102.9	115.0	122.5	129.4
Flour.....	100	103.1	113.9	121.5	128.7
Bakery Products.....	100	102.9	115.5	123.9	128.9
Biscuits.....	100	103.5	114.4	121.8	131.9
Confectionery.....	100	101.9	114.5	118.2	130.0
Fur Products.....	100	105.3	113.7	121.7	127.3
Leather and its Products.....	100	105.9	122.5	134.8	142.9
Leather (Tanning).....	100	104.5	119.5	133.9	148.9
Boots and Shoes.....	100	106.2	123.2	135.0	141.7
Edible Animal Products (Meat Products).....	100	103.2	112.7	119.0	127.2
Iron and its Products.....	100	102.7	112.9	125.6	138.8
Crude, Rolled and Forged Products.....	100	101.5	108.1	122.2	135.5
Foundry and Machine Shop Products.....	100	104.5	116.0	120.9	137.0
Machinery, Engines, Boilers, Tanks, etc.....	100	105.0	116.2	129.7	141.7

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY,
1939-1944—Concluded

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943
Manufacturing—Concluded					
Iron and its Products— <i>Concluded</i>					
Aircraft.....	100	99.0	109.5	122.7	134.0
Shipbuilding (Steel Ships).....	100	104.9	121.2	132.2	144.4
Motor Vehicles (Automobiles).....	100	100.6	108.6	115.8	122.7
Motor Vehicles Equipment and Parts.....	100	103.4	110.2	127.0	145.7
Stoves, Furnaces, etc.....	100	104.5	115.6	131.0	143.5
Agricultural Implements.....	100	105.1	117.6	136.7	151.9
Sheet Metal Products.....	100	103.9	114.1	126.4	138.2
Tobacco Products.....	100	102.8	113.0	120.4	131.5
Tobacco and Cigarettes.....	100	102.5	113.4	119.9	130.8
Cigars.....	100	104.1	110.8	124.5	135.1
Beverages (Brewery Products).....	100	103.9	113.3	117.1	121.9
Electric Current Production and Distribution.....	100	103.3	112.0	120.2	129.6
Electrical Apparatus, etc.....	100	105.6	123.2	133.7	146.4
Radio Sets and Parts.....	100	105.5	125.5	138.1	151.3
Electrical Apparatus.....	100	105.7	118.8	129.9	137.0
Construction.....	100	104.5	111.6	118.6	127.7
Transportation and Communication.....	100	102.2	107.5	115.1	125.7
Transportation.....	100	102.3	107.6	115.5	125.9
Water Transportation (inland and coastal).....	100	105.2	113.3	125.8	137.3
Steam Railways.....	100	100.3	104.9	113.0	124.4
Electric Street Railways.....	100	104.9	110.1	114.9	122.4
Communication—Telephone.....	100	101.3	106.4	112.0	123.9
Service—Laundries.....	100	105.4	110.5	116.5	127.3
GENERAL AVERAGE.....	100	103.9	113.1	122.5	132.8

Table II—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1943

(Rates in 1939 = 100)

Year	Con- struction	Water Trans- por- tation	Elec- tric Rail- ways	Steam Rail- ways	Coal Mining	Metal Mining	Manu- fac- turing	Logging	Laun- dries	Tele- phones	Gen- eral Aver- age
1901..	35.3	43.9	32.8	33.7	47.4	61.2	.....	51.4	.....	.....	38.1
1902..	37.7	44.1	34.9	35.2	48.0	61.6	.....	52.6	.....	.....	40.0
1903..	39.5	43.9	36.5	36.8	48.9	59.5	.....	53.9	.....	.....	41.4
1904..	40.9	44.5	37.5	37.6	48.8	58.1	.....	54.6	.....	.....	42.3
1905..	42.8	44.7	37.7	36.5	49.5	58.7	.....	57.0	.....	.....	43.1
1906..	45.0	45.5	39.0	38.9	50.1	62.5	.....	59.4	.....	.....	44.9
1907..	47.0	46.5	41.8	39.6	53.6	61.7	.....	60.3	.....	.....	46.3
1908..	47.7	47.6	42.0	42.2	54.3	62.6	.....	58.6	.....	.....	47.4
1909..	48.7	48.3	41.7	42.3	54.5	63.2	.....	61.9	.....	.....	48.3
1910..	50.9	48.4	44.0	44.1	54.0	62.5	.....	64.0	.....	.....	49.9
1911..	52.9	49.1	45.2	46.9	55.9	63.1	45.0	65.6	.....	.....	49.2
1912..	56.2	50.1	47.4	47.9	56.4	66.3	45.8	67.7	.....	.....	50.8
1913..	58.6	52.0	51.3	49.0	57.3	65.3	47.2	68.7	47.0	.....	52.1
1914..	59.1	52.8	51.8	49.9	58.4	65.4	48.7	64.3	49.2	.....	52.8
1915..	59.4	54.0	50.2	49.8	58.7	66.2	50.1	61.1	47.5	.....	53.2
1916..	60.0	54.9	52.5	51.8	64.0	73.2	54.3	73.0	50.7	.....	56.9
1917..	64.4	64.5	58.8	61.0	75.0	81.1	60.4	95.8	56.8	.....	65.2
1918..	73.8	78.6	73.3	77.3	90.5	88.1	69.2	110.3	65.6	.....	76.6
1919..	86.8	86.7	83.8	90.1	97.8	88.4	85.0	127.3	75.1	.....	90.0
1920..	106.0	105.2	99.7	108.2	113.3	102.9	102.4	142.5	88.2	92.2	107.0
1921..	99.9	96.0	98.6	95.9	119.4	95.2	95.4	102.2	97.3	91.8	97.5
1922..	95.3	86.7	94.6	90.3	113.4	88.0	89.2	79.6	98.2	87.2	91.1
1923..	97.5	91.5	95.6	91.2	113.4	91.9	92.5	93.5	99.6	88.6	93.6
1924..	99.4	90.2	95.7	91.2	110.3	92.0	93.2	105.9	99.9	89.0	94.8
1925..	99.8	90.4	96.4	91.2	96.1	93.3	92.3	95.2	99.0	89.1	93.8
1926..	100.9	90.2	96.7	91.2	96.0	93.2	92.8	95.5	99.9	89.7	94.4
1927..	105.0	91.3	97.5	97.1	96.3	93.3	94.1	97.7	100.8	91.4	96.4
1928..	108.7	91.9	99.6	97.1	96.8	93.2	94.8	99.0	101.6	93.1	97.5
1929..	115.8	96.1	101.9	100.0	96.8	93.8	95.4	98.7	101.8	94.2	99.2
1930..	119.1	97.2	102.3	100.0	97.1	93.9	95.5	97.5	102.0	94.7	99.9
1931..	114.7	93.0	101.9	97.5	97.1	92.6	93.1	81.5	101.5	95.0	96.6
1932..	104.5	86.5	98.1	90.1	94.1	89.7	87.0	67.1	99.0	88.6	89.7
1933..	92.5	81.2	93.8	88.0	92.8	88.6	82.9	57.4	97.0	87.9	85.1
1934..	90.7	80.5	93.7	85.0	93.4	90.9	85.2	65.7	96.1	93.7	85.9
1935..	93.6	81.1	94.3	90.1	95.0	92.6	87.0	73.1	96.6	93.0	88.4
1936..	94.2	82.4	95.2	90.1	95.1	94.9	89.1	80.9	97.1	93.8	90.0
1937..	96.9	92.0	97.8	96.0	95.6	99.1	96.1	93.9	98.3	98.5	96.7
1938..	99.2	99.1	99.4	100.0	100.0	99.6	99.2	101.8	99.7	99.7	99.6
1939..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940..	104.5	105.2	104.9	100.3	102.1	102.8	104.3	104.9	105.4	101.3	103.9
1941..	111.6	113.3	110.1	104.9	109.4	112.2	115.2	114.0	110.5	106.4	113.1
1942..	118.6	125.8	114.9	113.0	113.1	118.7	125.5	125.9	116.5	112.0	122.5
1943..	127.7	137.3	122.4	124.4	124.8	123.1	135.6	143.1	127.3	123.9	132.8

Table IIA—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1943

(Rates in 1935-39 = 100)

Year	Con- struc- tion	Water Trans- por- tation	Elec- tric Rail- ways	Steam Rail- ways	Coal Mining	Manu- fac- turing	Logging	Metal Mining	Laun- dries	Tele- phones	Gen- eral Aver- age*
1901..	36.5	48.3	33.7	35.4	48.8	.....	55.7	62.9	.....	.....	40.1
1902..	38.9	48.5	35.8	37.0	49.4	.....	57.1	63.3	.....	.....	42.1
1903..	40.8	48.3	37.5	38.6	50.3	.....	58.4	61.2	.....	.....	43.6
1904..	42.2	48.9	38.5	39.5	50.2	.....	59.4	59.7	.....	.....	44.5
1905..	44.2	49.2	38.7	38.3	50.9	.....	61.5	60.3	.....	.....	45.4
1906..	46.5	50.0	40.0	40.8	51.6	.....	63.6	64.2	.....	.....	47.3
1907..	48.5	51.1	42.9	41.6	55.2	.....	65.2	63.4	.....	.....	48.8
1908..	49.3	52.4	43.1	44.3	55.9	.....	63.9	64.4	.....	.....	49.9
1909..	50.3	53.1	42.8	44.4	56.1	.....	67.2	65.0	.....	.....	50.9
1910..	52.6	53.2	45.2	46.3	55.6	.....	69.3	64.2	.....	.....	52.5
1911..	54.6	54.0	46.4	49.2	57.5	47.7	70.7	64.9	.....	.....	51.8
1912..	58.1	55.1	48.7	50.3	58.0	48.6	73.0	68.2	.....	.....	53.5
1913..	60.5	57.2	52.7	51.4	59.0	50.0	73.9	67.1	47.8	.....	54.9
1914..	61.0	58.1	53.2	52.4	60.1	51.6	70.6	67.2	50.0	.....	55.6
1915..	61.4	59.4	51.6	52.3	60.4	53.1	68.0	68.1	48.3	.....	56.0
1916..	62.0	60.4	53.9	54.4	65.9	57.6	79.3	75.2	51.6	.....	59.9
1917..	66.5	71.0	60.4	64.0	77.2	64.0	100.5	83.4	57.8	.....	68.7
1918..	76.2	86.5	75.3	81.2	93.1	73.4	114.6	90.6	66.7	.....	80.7
1919..	89.7	95.4	86.1	94.6	100.6	90.1	131.2	90.9	76.4	.....	94.8
1920..	109.5	115.7	102.4	113.6	116.6	108.5	148.7	105.8	89.7	95.1	112.7
1921..	103.2	105.6	101.3	100.7	122.9	101.1	112.9	97.9	99.0	94.6	102.7
1922..	98.4	95.4	97.2	94.8	116.7	94.6	92.6	90.5	99.9	89.9	95.9
1923..	100.7	100.7	98.2	95.8	116.7	98.1	107.1	94.5	101.3	91.3	98.6
1924..	102.7	99.2	98.3	95.8	113.5	98.8	116.2	94.6	101.6	91.8	99.8
1925..	103.1	99.4	99.0	95.8	98.9	97.8	107.8	95.9	100.7	91.9	98.8
1926..	104.2	99.2	99.3	95.8	98.8	98.4	108.4	95.8	101.6	92.5	99.4
1927..	108.5	100.4	100.1	102.0	99.1	99.7	109.5	95.9	102.5	94.2	101.5
1928..	112.3	101.1	102.3	102.0	99.6	100.5	110.9	95.8	103.3	96.0	102.7
1929..	119.6	105.7	104.7	105.0	99.6	101.1	110.5	96.4	103.5	97.1	104.5
1930..	123.0	106.9	105.1	105.0	99.9	101.2	109.2	96.5	103.7	97.6	105.2
1931..	118.5	102.3	104.7	102.4	99.9	98.7	92.6	95.2	103.2	97.9	101.7
1932..	107.9	95.1	100.7	94.6	96.8	92.2	76.7	92.2	100.7	91.3	94.5
1933..	95.6	89.3	96.3	92.4	95.5	87.9	66.0	91.1	98.6	90.6	89.6
1934..	93.7	88.6	96.2	89.3	96.1	90.3	74.9	93.4	97.7	96.6	90.5
1935..	96.7	89.2	96.8	94.6	97.8	92.2	82.3	95.2	98.2	95.9	93.1
1936..	97.3	90.6	97.8	94.6	97.9	94.4	90.5	97.6	98.7	96.7	94.8
1937..	100.1	101.2	100.4	100.8	98.4	101.9	104.6	101.9	100.0	101.6	101.8
1938..	102.5	109.0	102.1	105.0	102.9	105.2	112.0	102.4	101.4	102.8	104.9
1939..	103.3	110.0	102.7	105.0	102.9	106.0	110.5	102.8	101.7	103.1	105.3
1940..	107.9	115.7	107.7	105.3	105.1	110.6	115.9	105.7	107.2	104.4	109.4
1941..	115.3	124.6	113.1	110.1	112.6	122.1	126.0	115.3	112.4	109.7	119.1
1942..	122.5	138.4	118.0	118.7	116.4	133.0	139.1	122.0	118.5	115.5	129.0
1943..	131.9	150.8	125.7	130.6	128.4	143.7	158.1	126.5	129.5	127.7	139.9

* Prior to 1940 weighted according to average numbers of workers in each group in 1921 and 1931 except metal mining where years 1921, 1931 and 1938 were used. In the years 1940 to 1943 weighted according to 1941 census figures.

Table III—WAGE RATES AND HOURS OF LABOUR IN LOGGING INDUSTRY, 1943

EASTERN CANADA

NOTE.—Rates with board and lodging except in case of pulpwood cutters (pieceworkers) whose rates are without board.

Standard hours per week: 48-60, with most firms reporting 60. In Nova Scotia 54 is most common except for cooks.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Blacksmiths—</i>		
Quebec.....	3.80	3.40-4.50
Ontario.....	4.08	3.20-4.90
<i>Choppers and Sawyers—</i>		
Nova Scotia.....	3.06	2.66-3.43
New Brunswick.....	3.18	2.43-4.00
Quebec.....	3.11	2.37-3.77
Ontario.....	3.29	2.30-3.70
<i>Cookees—</i>		
New Brunswick.....	2.47	1.82-2.92
Quebec.....	2.37	1.74-3.60
Ontario.....	2.31	1.96-3.40
<i>Cooks—</i>		
Nova Scotia.....	3.26	2.50-4.00
New Brunswick.....	3.97	2.80-4.92
Quebec.....	3.74	3.00-4.60
Ontario.....	3.48	2.50-4.64
<i>General Hands—</i>		
Nova Scotia.....	2.77	2.25-3.40
New Brunswick.....	3.01	2.20-3.40
Quebec.....	2.66	1.80-3.40
Ontario.....	2.53	2.26-4.46
<i>Pulpwood Cutters*—</i>		
New Brunswick.....	4.21	2.62-5.62
Quebec.....	4.27	2.87-5.38
Ontario.....	5.02	3.69-6.41
<i>River Drivers—</i>		
Nova Scotia.....	3.74	3.00-4.60
New Brunswick.....	3.84	3.20-4.50
Quebec.....	3.43	2.62-4.65
Ontario.....	3.81	3.31-4.75
<i>Teamsters—</i>		
Nova Scotia.....	3.05	2.60-3.50
New Brunswick.....	3.06	2.60-4.10
Quebec.....	2.96	2.37-3.87
Ontario.....	2.67	2.45-3.00

* Average piecework earnings without board.

Table III—WAGE RATES AND HOURS OF LABOUR IN LOGGING INDUSTRY,
1943—Concluded

BRITISH COLUMBIA

NOTE.—Rates with lodging but without board, except for cooks and flunkies.

Standard hours—48 per week.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
Boommen.....	7.04	6.16—8.64
Bull Cooks and Flunkies.....	5.04*	4.48*—6.16*
Chasers.....	6.88	6.00—7.68
Chokermen.....	6.48	5.60—6.80
Cooks.....	6.72*	5.60*—8.16*
Donkey Engineers.....	8.08	7.20—8.96
Fallers and Buckers, Hand.....	9.20	6.16—9.60
Loaders.....	7.52	6.16—9.04
Locomotive Engineers.....	8.00	7.20—8.40
Locomotive Firemen.....	6.40	5.76—7.20
Rigging Slingers.....	8.16	6.40—9.68
Roadmen and Swampers.....	6.16	4.56—6.40
Sectionmen.....	5.84	5.68—7.12
Signalmen.....	5.84	5.20—6.16

* With board.

Table IV—WAGE RATES AND HOURS OF LABOUR IN MINING INDUSTRY, 1943

1. COAL MINING

NOTE.—Rates shown do not include an increase of \$1.00 per day awarded toward the end of 1943 to coal mine employees in Alberta, British Columbia, Nova Scotia and New Brunswick, and an average increase of 16 per cent to employees in Saskatchewan. In Alberta and British Columbia and for Dominion Coal Company employees in Nova Scotia, the award was made retroactive to November 1, 1943, and for the remainder to December 20, 1943.

Standard hours per week: 48 underground, 48-60 surface.

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Blacksmiths</i>		
Canada.....	6.02	
Nova Scotia.....	5.60	5.22 - 6.69
New Brunswick.....	5.49	4.10 - 6.65
Saskatchewan.....	5.56	4.46 - 6.66
Alberta.....	6.56	5.91 - 6.77
British Columbia.....	6.41	5.94 - 6.65
<i>Carpenters</i>		
Canada.....	5.77	
Nova Scotia.....	5.22	4.77 - 6.25
New Brunswick.....	4.75	3.90 - 5.45
Saskatchewan.....	6.32	5.46 - 6.66
Alberta.....	6.94	5.65 - 7.77
British Columbia.....	6.55	6.16 - 6.65
<i>Drivers</i>		
Canada.....	6.12	
Nova Scotia.....	4.67	-
Saskatchewan.....	4.46	-
Alberta.....	6.28	6.16 - 6.67
British Columbia.....	6.16	-
<i>Hoisting Engineers</i>		
Canada.....	6.06	
Nova Scotia.....	5.82	5.13 - 6.28
New Brunswick.....	4.06	3.40 - 4.65
Saskatchewan.....	5.03	4.48 - 5.39
Alberta.....	6.33	6.12 - 6.71
British Columbia.....	6.40	6.16 - 6.71
<i>Labourers</i>		
Canada.....	4.97	
Nova Scotia.....	4.63	4.02 - 4.77
New Brunswick.....	3.92	3.60 - 4.25
Saskatchewan.....	4.41	4.26 - 4.71
Alberta.....	5.61	4.37 - 6.28
British Columbia.....	5.23	3.97 - 5.67
<i>Machinists</i>		
Canada.....	6.09	
Nova Scotia.....	5.80	4.77 - 6.69
Alberta.....	6.63	6.12 - 6.70
British Columbia.....	6.55	6.16 - 6.65
<i>Miners, Contract</i>		
Canada.....	8.92*	
Nova Scotia.....	7.66*	4.69*- 9.34*
New Brunswick.....	5.04*	3.97*- 6.28*
Alberta.....	9.12*	7.67*- 9.99*
British Columbia.....	10.03*	9.62*-10.50*

* Average piece-work earnings.

Table IV—(1) COAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Miners, Datal</i>		
Canada.....	6.07	
Nova Scotia.....	4.78	3.89 - 5.05
Saskatchewan.....	5.66	4.83 - 6.62
Alberta.....	6.67	5.95 - 7.03
British Columbia.....	6.78	6.27 - 7.03
<i>Pumpmen</i>		
Canada.....	5.19	
Nova Scotia.....	5.20	4.82 - 5.30
New Brunswick.....	4.07	3.90 - 4.25
Saskatchewan.....	4.62	3.99 - 5.16
Alberta.....	5.76	5.62 - 6.28

Table IV—(2) METAL MINING

NOTE.—Standard hours per week: Underground 48, Mill and Surface 48-56.

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
UNDERGROUND LABOUR		
<i>Cage and Skiptenders</i>		
Canada.....	.76	
Quebec.....	.75	.63 - .79
Ontario.....	.76	.74 - .89
Manitoba.....	.81	.71 - .85
British Columbia.....	.75	.67 - .79
<i>Chute Blasters and Scalers</i>		
Canada.....	.75	
Quebec.....	.74	.62 - .82
Ontario.....	.73	.65 - .80
Manitoba.....	.80	—
British Columbia.....	.79	.77 - .80
<i>Deckmen</i>		
Canada.....	.69	
Quebec.....	.68	.63 - .85
Ontario.....	.70	.63 - .75
Manitoba.....	.71	.69 - .81
<i>Miners*</i>		
Canada.....	.78	
Quebec.....	.75	.71 - .94
Ontario.....	.76	.68 - .89
Manitoba.....	.78	.74 - .80
British Columbia.....	.80	.72 - .86

* Includes machine men, drill runners, etc.

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>UNDERGROUND LABOUR—Concluded</i>		
<i>Miners' Helpers</i>		
Canada.....	.68	
Quebec.....	.67	.60 — .68
Ontario.....	.69	.52 — .75
Manitoba.....	.69	.63 — .71
British Columbia.....	.71	—
<i>Motormen</i>		
Canada.....	.77	
Quebec.....	.75	.64 — .79
Ontario.....	.77	.60 — .79
Manitoba.....	.79	.71 — .80
British Columbia.....	.78	.68 — .88
<i>Muckers and Trammers</i>		
Canada.....	.69	
Quebec.....	.64	.52 — .90
Ontario.....	.72	.68 — .80
Manitoba.....	.71	—
British Columbia.....	.72	.65 — .85
<i>Nippers</i>		
Canada.....	.73	
Quebec.....	.68	.53 — .75
Ontario.....	.73	.67 — .75
British Columbia.....	.77	.67 — .80
<i>Pipe Fitters</i>		
Canada.....	.78	
Quebec.....	.74	.61 — .85
Ontario.....	.78	.70 — .90
Manitoba.....	.80	—
British Columbia.....	.81	.73 — .92
<i>Samplers</i>		
Canada.....	.73	
Quebec.....	.71	.64 — .81
Ontario.....	.75	.65 — .90
Manitoba.....	.69	—
British Columbia.....	.73	.66 — .83
<i>Timbermen</i>		
Canada.....	.79	
Quebec.....	.75	.63 — .98
Ontario.....	.79	.58 — .85
Manitoba.....	.80	—
British Columbia.....	.79	.73 — .86
<i>Timbermen's Helpers</i>		
Canada.....	.69	
Quebec.....	.65	.52 — .75
Ontario.....	.69	.52 — .73
British Columbia.....	.73	—
<i>Trackmen</i>		
Canada.....	.72	
Quebec.....	.67	.56 — .75
Ontario.....	.71	.65 — .80
Manitoba.....	.80	—
British Columbia.....	.79	.74 — .86

Table IV—(2) METAL MINING—Continued

Occupations and Locality	Average Wage Rate per Hour	Ranges of Rates per Hour
	\$	\$
MILL LABOUR		
<i>Crushermen</i>		
Canada.....	.74	
Quebec.....	.71	.63 — .92
Ontario.....	.75	.62 — .85
Manitoba.....	.76	.69 — .78
British Columbia.....	.76	.65 — .86
<i>Fillermen</i>		
Canada.....	.72	
Quebec.....	.66	.58 — .76
Ontario.....	.77	.66 — .84
Manitoba.....	.75	.71 — .77
British Columbia.....	.72	.66 — .76
<i>Millmen</i>		
Canada.....	.71	
Quebec.....	.72	.63 — .82
Ontario.....	.73	.65 — .85
Manitoba.....	.77	.67 — .81
British Columbia.....	.74	.68 — .81
<i>Solution Men</i>		
Canada.....	.82	
Quebec.....	.78	.74 — .88
Ontario.....	.83	.68 — .88
SURFACE LABOUR		
<i>Blacksmiths</i>		
Canada.....	.84	
Quebec.....	.79	.61 — .92
Ontario.....	.85	.74 — .99
Manitoba.....	.79	.77 — .83
British Columbia.....	.84	.69 — .94
<i>Carpenters</i>		
Canada.....	.81	
Quebec.....	.78	.65 — .84
Ontario.....	.81	.75 — .95
Manitoba.....	.86	.73 — .93
British Columbia.....	.84	.73 — .94
<i>Compressormen</i>		
Canada.....	.77	
Quebec.....	.77	.67 — .88
Ontario.....	.76	.68 — .83
Manitoba.....	.75	.70 — .80
British Columbia.....	.78	.64 — .86
<i>Electricians</i>		
Canada.....	.89	
Quebec.....	.81	.61 — .92
Ontario.....	.91	.69 — 1.11
Manitoba.....	.91	.83 — .98
British Columbia.....	.87	.75 — 1.06

Table IV—(2) METAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Hour	Ranges of Rates per Hour
	\$	\$
<i>SURFACE LABOUR—Concluded</i>		
<i>Hoistmen</i>		
Canada.....	.84	
Quebec.....	.83	.65 — .95
Ontario.....	.85	.73 — .95
Manitoba.....	.80	.71 — .93
British Columbia.....	.83	.73 — .98
<i>Labourers</i>		
Canada.....	.61	
Quebec.....	.56	.50 — .75
Ontario.....	.62	.50 — .75
Manitoba.....	.55	.49 — .65
British Columbia.....	.68	.50 — .73
<i>Machinists</i>		
Canada.....	.83	
Quebec.....	.84	.75 — .90
Ontario.....	.81	.68 — 1.00
British Columbia.....	.85	.68 — .98
<i>Steel Sharpeners</i>		
Canada.....	.79	
Quebec.....	.78	.65 — .83
Ontario.....	.79	.60 — .90
Manitoba.....	.79	.78 — .80
British Columbia.....	.82	.73 — .89

Table V—WAGE RATES AND HOURS OF LABOUR IN MANUFACTURING INDUSTRIES, 1943

(1) PRIMARY TEXTILE PRODUCTS

NOTE.—For more detailed information see report "Wages in the Primary Textiles Industry in Canada, 1943", issued as supplement to the LABOUR GAZETTE for October, 1944.

The rates shown in the Primary Textiles Industry are average straight time wages or earnings per hour. Most of the employees in this industry are on piece work.

Occupation	CANADA	MARITIMES		QUEBEC		ONTARIO	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week
Cotton Yarn and Cloth	\$	\$		\$		\$	
Picker Tenders, Male.....	.465	.416	56.9	.455	52.4	.512	54.1
Card Tenders, Male.....	.476	.444	55.2	.470	52.8	.510	53.8
Fly-frame Tenders, Female.....	.418	.425	48.8	.411	45.3	.430	46.6
Spinners, Male.....	.460	.....	.....	.458	52.4	.507	38.7
Spinners, Female.....	.407	.383	49.0	.407	46.9	.413	45.4
Spooler Tenders, Female.....	.404	.380	51.3	.407	47.1	.419	45.2
Twister Tenders, Female.....	.412	.389	47.8	.412	48.4	.423	46.3
Weavers, Male.....	.563	.591	49.5	.525	52.3	.610	51.1
Weavers, Female.....	.491	.520	50.3	.471	46.7	.521	49.3
Loom Fixers, Male.....	.662	.679	50.8	.659	52.4	.665	52.6
Winder Tenders, Female.....	.406	.480	50.1	.397	46.6	.410	45.1
Cloth Inspectors, Male.....	.474	.470	49.5	.469	48.1	.499	52.7
Cloth Inspectors, Female.....	.388	.353	47.9	.394	45.3	.366	49.0
Shop Labourers, Male.....	.451	.495	51.0	.437	57.8	.495	53.2
Machinists, Male.....	.664	.688	52.4	.656	55.9	.674	54.9

Occupation	CANADA	MARITIMES		QUEBEC		ONTARIO		WESTERN† PROVINCES	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week
Woollen Yarn and Cloth	\$	\$		\$		\$		\$	
Garnet and Wool Picker Operators, Male.....	.458	.460	53.3	.412	55.1	.490	52.8	.413	51.1
Card Tenders and Finishers, Male.....	.457	.453	55.8	.456	55.5	.506	52.1	.447	55.1
Mixing Gill, Draw Box and Draw Frame Operators, Female.....	.396	.....	.....	.373	54.2	.403	45.9	.....	.....
Worsted Spinning Frame Operators, Female.....	.391	.....	.....	.383	48.7	.392	46.2	.....	.....
Woollen Mule and Frame Operators, Male.....	.537	.500	49.0	.473	53.3	.585	50.1	.480	53.1
Woollen Mule and Frame Operators, Female.....	.407	.330	52.3	.326	50.0	.454	44.1	.420	43.4
Twisters, Female.....	.368	.298	43.3	.334	50.7	.394	45.1	.....	.....
Winders, Spoolers and Reelers, Female.....	.360	.310	45.6	.319	48.6	.376	45.1	.381	45.3
Weavers, Male.....	.558	.....	.....	.534	49.9	.588	49.1	.423	44.2
Weavers, Female.....	.437	.373	46.2	.412	50.0	.449	47.2	.391	44.2
Loom Fixers, Male.....	.648	.506	55.8	.629	54.4	.670	51.8	.592	51.7
Wet and Dry Operators, Male	.493	.415	55.0	.466	55.9	.512	52.7	.487	53.3
Wet and Dry Operators, Female.....	.377	.309	43.5	.338	39.2	.382	46.8	.365	41.3
Dye-Machine Operators, Male	.483	.454	57.7	.434	55.0	.513	56.4	.546	53.0

† Includes Prairie Provinces and British Columbia.

Table V—(1) PRIMARY TEXTILE PRODUCTS—Concluded

Occupation	CANADA	MARITIMES		QUEBEC		ONTARIO		WESTERN† PROVINCES	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week
Knitting—Hosiery, Underwear and Outerwear	\$	\$		\$		\$		\$	
<i>Hosiery</i>									
Full-Fashioned Footers, Male	.855			.823	48-0	.917	47-7		
Full-Fashioned Leggers, Male	.787			.769	48-6	.831	50-8		
Full-Fashioned Toppers, Male	.765			.740	46-7	.828	51-0		
Full-Fashioned Toppers, Female	.409			.390	47-6	.450	44-6		
Loopers, Female	.374	.344	47-6	.333	46-3	.424	43-5		
Sewing Machine Operators, Female	.414	.352	43-7	.382	43-8	.476	41-2		
Hand Operators, Female	.389	.308	47-7	.352	46-3	.434	42-8		
Boarders, Male	.590			.584	46-7	.595	47-6		
Boarders, Female	.455	.269	40-9	.443	43-3	.478	42-6		
Circular Knitters, Female	.359	.270	47-1	.295	45-1	.406	44-9		
Twisters, Reelers, Winders, Female*	.374	.315	44-4	.318	47-3	.414	43-2		
Fixers, Circular, Male	.750	.594	59-1	.682	50-6	.790	51-7		
<i>Underwear and Outerwear</i>									
Circular Knitters, Male	.586	.483	54-7	.546	49-7	.598	48-7	.815	48-7
Circular Knitters, Female	.375	.320	46-1	.353	42-0	.398	43-9	.329	42-4
Sewing Machine Operators, Female	.389	.345	47-0	.341	45-2	.416	41-6	.362	43-7
Dye-House Operators, Male	.515	.485	51-0	.432	49-2	.545	48-4		
Hand Operators, Male	.540	.435	61-0	.507	48-4	.622	46-7	.478	47-0
Hand Operators, Female	.372	.343	47-1	.332	42-8	.388	41-5	.364	43-8
Cutters, Male	.630	.503	52-7	.627	47-6	.689	48-6	.662	48-2
Cutters, Female	.407	.340	47-3	.389	43-3	.420	42-2	.377	42-5
Fixers, Knitting, Male	.654			.549	53-0	.692	49-6		

* Underwear and Outerwear Twisters, Reelers and Winders are included under Hosiery.

† Includes Prairie Provinces and British Columbia.

Occupation	CANADA	QUEBEC		ONTARIO	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Actual Hours per Week	Average Wage Rate per Hour	Actual Hours per Week
Rayon, Yarn and Fabric	\$	\$		\$	
Spinners, Female	.384	.361	45-5	.418	46-4
Twister Tenders, Male	.454	.451	53-0	.492	51-0
Twister Tenders, Female	.373	.346	49-6	.470	45-3
Winders, Female	.376	.338	47-8	.472	44-4
Warpers, Male	.544	.514	52-4	.643	53-2
Warpers, Female	.445	.441	47-1	.499	49-7
Slasher Tenders, Male	.528	.493	52-0	.695	51-6
Weavers, Male	.559	.556	49-9	.591	54-7
Weavers, Female	.473	.467	47-3	.508	46-2
Loom Fixers, Male	.710	.710	50-9	.713	43-7
Cloth Finishing, Inspectors, Female	.328	.309	47-6	.406	48-3
Dyers, Male	.444	.444	55-3		

Table V—(2) CLOTHING

NOTE.—Averages include both time and piece rates. Ranges of rates are not shown because of wide variation in earnings of pieceworkers.

Occupation and Locality	Average Wage Rate per Week	Standard Hours per Week
	\$	
Men's and Boys' Suits and Overcoats		
<i>Basters, Male</i>		
Canada.....	38.69	
Quebec.....	39.75	44 — 48
Montreal.....	41.85	44
Other Quebec Centres.....	29.46	48
Ontario.....	38.22	44
Toronto.....	38.58	44
Other Ontario Centres.....	30.81	44
<i>Basters, Female</i>		
Canada.....	24.55	
Quebec.....	23.54	44 — 48
Montreal.....	24.93	44
Other Quebec Centres.....	21.70	48
Ontario.....	25.84	44
Toronto.....	26.57	44
Other Ontario Centre.....	23.51	44
<i>Button Sewers, Female</i>		
Canada.....	25.03	
Quebec.....	24.50	44 — 48
Montreal.....	27.62	44
Other Quebec Centres.....	19.68	48
Ontario.....	25.38	44
Toronto.....	27.02	44
Other Ontario Centres.....	16.99	44
<i>Cutters, Male</i>		
Canada.....	42.35	
Quebec.....	41.50	44 — 48
Montreal.....	42.25	44
Other Quebec Centres.....	37.10	48
Ontario.....	44.30	44
Toronto.....	44.96	44
Other Ontario Centres.....	40.28	44
<i>Examiners, Male</i>		
Canada.....	36.18	
Quebec (Montreal only).....	40.11	44
Ontario (Toronto only).....	33.03	44
<i>Finishers, Female</i>		
Canada.....	21.60	
Quebec.....	21.00	44 — 48
Montreal.....	22.83	44
Other Quebec Centres.....	18.09	48
Ontario.....	22.70	44
Toronto.....	23.79	44
Other Ontario Centres.....	18.18	44
<i>General Hand Sewers, Female</i>		
Canada.....	19.97	
Quebec.....	19.48	44 — 48
Montreal.....	21.47	44
Other Quebec Centres.....	16.63	48
Ontario.....	23.85	44
Toronto.....	25.75	44
Other Ontario Centres.....	21.29	44

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Week	Standard Hours per Week
Men's and Boys' Suits and Overcoats—Concluded		
<i>Pocket Makers, Male</i>		
Canada.....	45.39	
Quebec.....	46.89	44 — 48
Montreal.....	47.27	44 — 48
Other Quebec Centres.....	43.10	44
Ontario.....	44.08	44
Toronto.....	45.20	44
Other Toronto Centres.....	39.41	44
<i>Pressers, Male</i>		
Canada.....	45.11	
Maritimes.....	32.15	48
Quebec.....	34.83	44 — 48
Montreal.....	40.16	44
Other Quebec Centres.....	30.03	45 — 48
Ontario.....	51.84	44
Toronto.....	55.87	44
Other Ontario Centres.....	35.93	44
<i>Sewing Machine Operators, Male</i>		
Canada.....	41.26	
Quebec.....	40.96	44 — 48
Montreal.....	41.87	44 — 48
Other Quebec Centres.....	36.33	44 — 48
Ontario.....	42.12	44
Toronto.....	42.89	44
Other Ontario Centres.....	35.19	44
<i>Sewing Machine Operators, Female</i>		
Canada.....	22.17	
Maritimes.....	18.28	48
Quebec.....	22.43	44 — 48
Montreal.....	24.68	44
Other Quebec Centres.....	20.28	48
Ontario.....	23.20	44
Toronto.....	26.44	44
Other Ontario Centres.....	19.04	44
<i>Trimmers, Male</i>		
Canada.....	36.80	
Quebec.....	37.25	44 — 48
Montreal.....	38.72	44
Other Quebec Centres.....	33.56	44 — 48
Ontario.....	36.72	44
Toronto.....	37.35	44
Other Ontario Centres.....	33.56	44
Work Clothing		
<i>Cutters, Male</i>		
Canada.....	30.75	
Maritimes.....	30.24	48 — 50
Quebec.....	28.66	46 — 48
Montreal.....	32.15	46 — 48
Other Quebec Centres.....	26.88	46 — 48
Ontario.....	33.85	44 — 50
Toronto.....	37.27	44
Other Ontario Centres.....	27.35	44 — 50
Western Provinces†.....	31.72	44

† Includes Prairie Provinces and British Columbia.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Week	Standard Hours per Week
Work Clothing—Concluded		
<i>Examiners, Female</i>		
Canada.....	16.37	
Quebec.....	13.77	48
Montreal.....	16.44	48
Other Quebec Centres.....	13.52	48
Ontario.....	18.38	44 — 50
Toronto.....	18.75	45
Other Ontario Centres.....	16.63	44 — 50
Western Provinces†.....	18.03	44
<i>Pressers, Male</i>		
Canada.....	29.16	
Quebec.....	24.96	45 — 48
Montreal.....	29.82	45
Other Quebec Centres.....	22.76	48
Ontario.....	33.61	44
Toronto.....	36.94	44
Other Ontario Centres.....	28.40	44
Western Provinces†.....	30.58	44
<i>Sewing Machine Operators, Female</i>		
Canada.....	17.77	
Maritimes.....	17.69	50
Quebec.....	15.88	47 — 48
Montreal.....	17.90	47
Other Quebec Centres.....	14.76	48
Ontario.....	19.96	44
Toronto.....	21.60	44
Other Ontario Centres.....	18.44	44
Western Provinces†.....	18.74	44
Shirts		
<i>Cutters, Male</i>		
Canada.....	.70	
Quebec.....	.69	48
Montreal.....	.70	48
Other Quebec Centres.....	.64	48
Ontario.....	.70	44 — 48
Toronto.....	.73	44
Other Ontario Centres.....	.70	48
<i>Examiners, Female</i>		
Canada.....	.38	
Quebec.....	.32	48
Montreal.....	.33	48
Other Quebec Centres.....	.26	48
Ontario.....	.43	44 — 50
Toronto.....	.50	44
Other Ontario Centres.....	.42	50
<i>Pressers, Female</i>		
Canada.....	.38	
Quebec.....	.28	48
Montreal.....	.37	48
Other Quebec Centres.....	.24	48
Ontario.....	.59	44 — 48
Toronto.....	.58	44
Other Ontario Centres.....	.60	48

† Includes Prairie Provinces and British Columbia.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Standard Hours per Week
Shirts—Concluded		
<i>Sewing Machine Operators, Female</i>		
Canada.....	.34	
Quebec.....	.30	48
Montreal.....	.34	48
Other Quebec Centres.....	.25	48
Ontario.....	.40	44 — 50
Toronto.....	.53	44
Other Ontario Centres.....	.40	50
<i>Shippers, Male</i>		
Canada.....	.60	
Quebec.....	.53	48
Montreal.....	.53	48
Other Quebec.....	.....	.....
Ontario.....	.63	44 — 50
Toronto.....	.67	44
Other Ontario Centres.....	.58	50
Women's and Children's Coats and Suits		
<i>Button Sewers, Female</i>		
Canada.....	19.62	
Quebec (Montreal).....	19.86	40
Ontario (Toronto).....	20.34	40
Western Provinces (Winnipeg and Vancouver).....	18.13	40
<i>Cutters, Male</i>		
Canada.....	41.37	
Quebec (Montreal).....	41.36	40
Ontario (Toronto).....	43.21	40
Western Provinces (Winnipeg and Vancouver).....	34.97	40
<i>Finishers, Female</i>		
Canada.....	23.28	
Quebec (Montreal).....	22.29	40
Ontario (Toronto).....	26.06	40
Western Provinces (Winnipeg and Vancouver).....	19.65	40
<i>Pressers, Male</i>		
Canada.....	38.12	
Quebec (Montreal).....	39.27	40
Ontario (Toronto).....	39.45	40
Western Provinces (Winnipeg and Vancouver).....	31.28	40
<i>Sewing Machine Operators, Male</i>		
Canada.....	40.08	
Quebec (Montreal).....	40.76	40
Ontario (Toronto).....	42.81	40
Western Provinces (Winnipeg and Vancouver).....	31.12	40
<i>Sewing Machine Operators, Female</i>		
Canada.....	26.29	
Quebec (Montreal).....	31.56	40
Ontario (Toronto).....	26.51	40
Western Provinces (Winnipeg and Vancouver).....	22.24	40

Table V—(2) CLOTHING—Concluded

Occupation and Locality	Average Wage Rate per Hour	Standard Hours per Week
Women's and Children's Dresses		
<i>Cutters, Male</i>		
Canada.....	39.20	
Quebec (Montreal only).....	39.38	44 — 48
Ontario (Toronto only).....	39.35	44
Western Provinces.....	31.17	40 — 44
<i>Examiners, Female</i>		
Canada.....	17.01	
Quebec (Montreal only).....	16.70	44 — 48
Ontario (Toronto only).....	19.64	44 — 47
<i>Sewing Machine Operators, Female</i>		
Canada.....	22.39	
Quebec (Montreal only).....	22.52	44
Ontario (Toronto only).....	23.80	44
Western Provinces.....	16.51	40 — 44

Table V—(3) RUBBER PRODUCTS

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
<i>Calendermen</i>			
Canada.....	.77		
Quebec.....	.61	.41 — .78	50
Montreal.....	.67	.53 — .78	50
Other Quebec Centres.....	.51	.41 — .62	50
Ontario.....	.84	.60 — 1.05	44 — 54
Toronto.....	.86	.64 — 1.01	44 — 54
Other Ontario Centres.....	.82	.60 — 1.05	48 — 54
<i>Compounders</i>			
Canada.....	.76		
Quebec.....	.56	.44 — .79	50
Montreal.....	.69	.58 — .79	50
Other Quebec Centres.....	.52	.44 — .60	50
Ontario.....	.79	.63 — .89	48 — 54
Toronto.....	.78	.65 — .85	48 — 54
Other Ontario Centres.....	.80	.63 — .89	50
<i>Curers</i>			
Canada.....	.89		
Quebec.....	.70	.62 — .82	50
Ontario.....	.92	.63 — 1.07	48 — 55
Toronto.....	.93	.66 — 1.07	48 — 54
Other Ontario Centres.....	.88	.63 — 1.06	55
<i>Cutters</i>			
Canada.....	.66		
Quebec.....	.57	.49 — .72	50
Montreal.....	.65	.58 — .72	50
Other Quebec Centres.....	.55	.49 — .69	50
Ontario.....	.75	.60 — 1.00	44 — 54
Toronto.....	.89	.70 — 1.00	44 — 54
Other Ontario Centres.....	.67	.60 — .80	50

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
<i>Millmen</i>			
Canada.....	.59		
Quebec.....	.48	.41 — .68	50
Montreal.....	.62	.55 — .68	50
Other Quebec Centres.....	.46	.41 — .53	50
Ontario.....	.66	.47 — .92	44 — 50
Toronto.....	.74	.69 — .92	44 — 48
Other Ontario Centres.....	.63	.47 — .81	50
<i>Packers, Female</i>			
Canada.....	.37		
Quebec (No Montreal data).....	.35	.31 — .42	50 — 55
Ontario (Toronto only).....	.45	.39 — .50	44 — 50
<i>Packers, Male</i>			
Canada.....	.55		
Quebec.....	.52	.44 — .74	50
Montreal.....	.64	.51 — .74	50
Other Quebec Centres.....	.46	.44 — .49	50 — 55
Ontario (No Toronto data).....	.62	.58 — .67	50
<i>Press Operators, Male</i>			
Canada.....	.68		
Quebec (No Montreal data).....	.61	.47 — .68	50 — 54
Ontario.....	.70	.50 — .98	44 — 50
Toronto.....	.79	.56 — .98	44 — 48
Other Ontario Centres.....	.64	.50 — .81	50
<i>Quarter Makers, Female</i>			
Canada.....	.36		
Quebec.....	.35	.30 — .53	50
Montreal.....	.35	.30 — .44	50
Other Quebec Centres.....	.35	.31 — .53	50
Ontario.....	.44	—	50
<i>Shippers</i>			
Canada.....	.54		
Quebec.....	.51	.32 — .67	50
Montreal.....	.47	.37 — .67	50
Other Quebec Centres.....	.51	.32 — .62	50
Ontario.....	.69	.41 — .95	44 — 50
Toronto.....	.71	.54 — .95	44
Other Ontario Centres.....	.67	.41 — .83	50
<i>Shoe Makers, Female</i>			
Canada.....	.44		
Quebec (No Montreal data).....	.41	.35 — .56	50
Ontario (No Toronto data).....	.47	.34 — .50	50
<i>Shoe Makers, Male</i>			
Canada.....	.54		
Quebec.....	.50	.35 — .56	50
Montreal.....	.51	.37 — .56	50
Other Quebec Centres.....	.50	.35 — .55	50
Ontario (No Toronto data).....	.67	.61 — .70	50

Table V—(3) RUBBER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
<i>Tire Builders</i>			
Canada.....	1.03		
Ontario.....	1.03	.80 — 1.16	48 — 54
Toronto.....	1.08	.90 — 1.16	48 — 54
Other Ontario Centres.....	.97	.80 — 1.14	48
<i>Tube Makers</i>			
Canada.....	.77		
Quebec.....	.64	.57 — .71	50
Ontario.....	.80	.58 — .93	44 — 50
Toronto.....	.81	.71 — .90	44
Other Ontario Centres.....	.79	.58 — .93	50
<i>Varnishers</i>			
Canada.....	.58		
Quebec.....	.50	.33 — .60	50
Montreal.....	.49	.33 — .60	50
Other Quebec Centres.....	.51	.40 — .56	50
Ontario (No Toronto data).....	.71	.46 — .78	44 — 50

Table V—(4) PULP AND PAPER PRODUCTS

Pulp			
<i>Acid Makers</i>			
Canada.....	.83		
Maritimes.....	.79	.62 — .82	48 — 60
Quebec.....	.79	.68 — .85	48
Ontario.....	.85	.67 — .89	48
Western Provinces†.....	.88	.82 — .91	48
<i>Blow-Pit Men</i>			
Canada.....	.62		
Maritimes.....	.58	.56 — .59	48 — 60
Quebec.....	.57	.48 — .63	48
Ontario.....	.66	.59 — .77	48
Western Provinces†.....	.69	.65 — .72	48
<i>Chippermen</i>			
Canada.....	.61		
Maritimes.....	.55	.53 — .56	48 — 60
Quebec.....	.55	.52 — .59	48
Ontario.....	.65	.56 — .68	48
Western Provinces†.....	.69	.64 — .72	48
<i>Digester Cooks</i>			
Canada.....	.81		
Maritimes.....	.75	.62 — .88	48 — 60
Quebec.....	.76	.66 — .85	48
Ontario.....	.93	.80 — 1.01	48
Western Canada†.....	.85	.71 — .97	48
<i>Grindermen</i>			
Canada.....	.61		
Maritimes.....	.54	.42 — .61	48 — 60
Quebec.....	.55	.50 — .62	48
Ontario.....	.67	.57 — .71	48
Western Provinces†.....	.73	—	48

† Includes Prairie Provinces and British Columbia.

Table V—(4) PULP AND PAPER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Pulp—Concluded			
<i>Maintenance Workers</i>			
(See last section of Pulp and Paper Products)			
<i>Screenmen</i>			
Canada.....	.64		
Maritimes.....	.57	.54 — .61	48 — 60
Quebec.....	.59	.50 — .67	48
Ontario.....	.66	.63 — .76	48
Western Provinces†.....	.73	.63 — .97	48
<i>Wet-Machine Men</i>			
Canada.....	.57		
Maritimes.....	.49	.42 — .55	48 — 54
Quebec.....	.51	.49 — .57	48
Ontario.....	.62	.53 — .69	48
Western Provinces†.....	.82	.69 — .97	48
<i>Wood Handlers</i>			
Canada.....	.56		
Maritimes.....	.51	.49 — .57	48
Quebec.....	.52	.49 — .60	48
Ontario.....	.62	.53 — .68	48
Western Provinces†.....	.69	.63 — .77	48
Newsprint			
<i>Back Tenders</i>			
Canada.....	1.40		
Maritimes.....	1.40	1.22 — 1.63	48
Quebec.....	1.36	1.10 — 1.43	48
Ontario.....	1.44	1.12 — 1.63	48
Western Provinces†.....	1.55	1.47 — 1.59	48
<i>Beatermen</i>			
Canada.....	.62		
Maritimes.....	.56	.53 — .57	48
Quebec.....	.54	.49 — .58	48
Ontario.....	.66	.63 — .72	48
Western Provinces†.....	.67	—	48
<i>Fifth Hands</i>			
Canada.....	.73		
Maritimes.....	.73	.70 — .75	48
Quebec.....	.70	.59 — .77	48
Ontario.....	.76	.69 — .79	48
Western Provinces†.....	.78	.74 — .81	48
<i>Finishers</i>			
Canada.....	.62		
Maritimes.....	.61	.52 — .71	48
Quebec.....	.60	.50 — .67	48
Ontario.....	.65	.63 — .72	48
Western Provinces†.....	.63	—	48
<i>Fourth Hands</i>			
Canada.....	.78		
Maritimes.....	.80	.74 — .82	48
Quebec.....	.75	.65 — .84	48
Ontario.....	.81	.76 — .89	48
Western Provinces†.....	.87	.79 — .94	48

† Includes Prairie Provinces and British Columbia.

Table V—(4) PULP AND PAPER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Newsprint—Concluded			
<i>Machine Oilers</i>			
Canada.....	.67		
Maritimes.....	.62	.57 — .64	48
Quebec.....	.64	.61 — .77	48
Ontario.....	.75	.70 — .78	48
Western Provinces†.....	.77	.74 — .81	48
<i>Machine Tenders</i>			
Canada.....	1.59		
Maritimes.....	1.57	.85 — 1.83	48
Quebec.....	1.54	1.11 — 1.91	48
Ontario.....	1.64	1.39 — 1.90	48
Western Provinces.....	1.73	1.65 — 1.80	48
Paper Other than Newsprint			
<i>Back Tenders</i>			
Canada.....	.80		
Maritimes.....	.94	.78 — 1.15	48
Quebec.....	.74	.60 — .93	48
Ontario.....	.78	.62 — 1.09	48
Western Provinces†.....	1.04	.93 — 1.15	48
<i>Beatermen</i>			
Canada.....	.62		
Maritimes.....	.55	.53 — .58	48
Quebec.....	.61	.48 — .81	48
Ontario.....	.62	.51 — .87	48
Western Provinces†.....	.77	.67 — .80	48
<i>Finishers</i>			
Canada.....	.57		
Maritimes.....	.57	.49 — .64	48
Quebec.....	.55	.51 — .64	48
Ontario.....	.63	.55 — .76	48
Western Provinces†.....	—	—	—
<i>Machine Tenders</i>			
Canada.....	.96		
Maritimes.....	1.13	.97 — 1.33	48
Quebec.....	.88	.73 — 1.06	48
Ontario.....	1.01	.80 — 1.25	48
Western Provinces†.....	1.21	1.11 — 1.32	48
<i>Third Hands</i>			
Canada.....	.67		
Maritimes.....	.84	.72 — .92	48
Quebec.....	.60	.51 — .72	48
Ontario.....	.69	.61 — .80	48
Western Provinces†.....	.91	.78 — 1.05	48
Maintenance			
<i>Electricians</i>			
Canada.....	.79		
Maritimes.....	.79	.69 — .87	48
Quebec.....	.74	.62 — .86	48
Ontario.....	.86	.70 — .91	48
Western Provinces†.....	.96	.85 — 1.05	48

† Includes Prairie Provinces and British Columbia.

Table V—(4) PULP AND PAPER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Maintenance—Concluded			
<i>Firemen</i>			
Canada.....	.67		
Maritimes.....	.63	.55 — .78	48
Quebec.....	.63	.52 — .73	48
Ontario.....	.72	.58 — .79	48
Western Provinces†.....	.74	.67 — .83	48
<i>Labourers</i>			
Canada.....	.55		
Maritimes.....	.52	.44 — .63	48
Quebec.....	.50	.36 — .54	48
Ontario.....	.61	.51 — .77	48
Western Provinces†.....	.68	.63 — .69	48
<i>Machinists</i>			
Canada.....	.80		
Maritimes.....	.78	.68 — .84	48
Quebec.....	.74	.64 — .87	48
Ontario.....	.89	.77 — .99	48
Western Provinces†.....	.91	.85 — 1.03	48
<i>Millwrights</i>			
Canada.....	.76		
Maritimes.....	.72	.64 — .82	48
Quebec.....	.71	.61 — .89	48
Ontario.....	.89	.70 — .94	48
Western Provinces†.....	.92	.77 — .99	48
<i>Pipefitters</i>			
Canada.....	.80		
Maritimes.....	.75	.69 — .82	48 — 52
Quebec.....	.73	.60 — .77	40
Ontario.....	.89	.83 — .99	48
Western Provinces†.....	.95	.69 — 1.01	48

† Includes Prairie Provinces and British Columbia.

Table V—(5) PAPER BOXES

Canada			
Adjusters, Male.....	.65	.48 — .83	48 — 52
Box Makers, Female.....	.50	.34 — .64	44 — 49
Glue Table Girls.....	.35	.27 — .47	44 — 55
Machine Operator, Male.....	.57	.42 — .72	48 — 55
Machine Operator, Female.....	.39	.25 — .52	48 — 52
Paper Cutters, Male.....	.52	.35 — .67	48 — 55
Press Feeders, Male.....	.54	.30 — .77	48 — 51
Scorers, Male.....	.56	.37 — .69	47 — 55

Table V—(6) PRINTING AND PUBLISHING
Printing Trades

Locality	COMPOSITORS, MACHINE AND HAND, NEWS		COMPOSITORS, MACHINE AND HAND, JOB		PRESSMEN, NEWS		PRESSMEN, JOB		BOOKBINDERS		BINDERY GIRLS		
	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	
	\$		\$		\$		\$		\$		\$		
HALIFAX—	1939.....	35.00	42	25.00—35.00	44—48	24.00—34.00	42—48	25.00—30.00	44—48	27.00—35.00	45—47	11.00—12.00	44—47
	1940.....	35.00	40	25.00—35.00	44—48	24.00—34.00	46—48	25.00—30.00	44—48	28.00—35.00	45—47	11.00—12.00	44—47
	1941.....	35.00	40	30.00—33.00	44—48	24.00—34.00	46—48	25.00—34.25	44—48	30.00—35.00	45—47	12.50—13.50	45—47
	1942.....	36.50	40—42	34.52	44—48	29.10	42	30.77	44	33.10	44	14.35	48
	1943.....	37.04	40—48	37.18	44—48	33.05—33.59	44—48	35.00	44—48	34.24	44	13.73—15.00	44—48
SAINT JOHN—	1939.....	36.08—38.03	45	33.00—36.00	44	36.08	45	30.75—38.00	44	28.00—33.00	44	8.00—12.00	44
	1940.....	36.08—38.03	45	33.00—36.00	44	36.08	45	30.75—38.00	44	30.00—33.00	44	9.00—12.00	44
	1941.....	37.00—39.00	45	33.00—36.00	44	37.00	45	30.75—38.00	44	30.00—33.00	44	10.00—12.00	44
	1942.....	39.60	42	35.10	44	37.60	45	33.10	44	34.35	44	13.10	44
	1943.....	39.95	42	33.95—36.25	44	37.95	45	30.95—36.75	44	33.25—35.25	44	14.85	44
	1939.....	30.50	46	26.50—30.50	46	27.50—32.50	46	26.50—31.50	46	26.50—30.50	46	9.00—12.00	46
	1940.....	32.00	46	29.50—32.00	46	29.00—32.50	46	28.00—33.00	46	28.00—32.00	46	11.04	46
1941.....	32.00	46	29.50—33.50	46	29.00—32.50	46	28.00—33.00	46	28.00—33.50	46	11.04	46	
1942.....	32.60	46	32.95	46	31.85	41—48	30.85	46	31.55	46	11.64	46	
1943.....	35.95	43—48	33.45—35.95	45—46	32.20	43—48	31.75	46	28.98—34.96	46	11.99	46	
MONTREAL—	1939.....	36.00—45.50	40—45	33.75—40.00	44—45	32.00—43.00	44—48	33.75—36.00	44—45	33.75—36.00	45	12.60—15.30	45
	1940.....	37.00—47.00	40	36.00—40.00	45	32.00—43.00	44—48	36.00—40.00	45	36.00	45	12.60—15.30	45
	1941.....	39.00—47.00	40	36.00—44.00	44	33.00—44.00	40—48	36.00—40.00	44	36.00—37.50	44	12.60—15.30	44
	1942.....	43.60	40—48	40.60	44	38.85	40—48	39.25	44	37.97	44	14.77	44
	1943.....	45.95	40—48	37.03—45.83	44	40.31	44—48	39.76	44	37.03—39.16	44	15.84*	44
	1939.....	41.80	45	30.00—38.00	45—48	40.85	45—48	30.00—38.00	48	30.00—35.00	48	11.50—14.50	45—48
1940.....	41.80	45	30.00—38.00	45—48	40.85	45—48	30.00—38.00	44—48	30.00—37.00	44—48	11.50—15.30	45—48	
1941.....	44.00	45	34.00—39.00	45—48	40.00	45—48	30.00—40.00	45—48	33.00—38.00	44—48	11.00—17.80	44—48	
1942.....	47.47	41—48	37.17	44—48	46.47	42—48	36.17	44—48	37.00	44—48	15.47	44—48	
1943.....	47.70	42—48	40.01	44—48	46.82	44—48	37.47	44—48	33.05—40.60	44—48	16.49	44—48	
TORONTO—	1939.....	45.50	40	31.00—40.00	44—48	45.50—52.10	40—48	30.00—40.00	44—48	29.00—38.00	44—48	12.50—18.00	44—48
	1940.....	47.00	40	31.00—40.00	44—48	47.00	40	30.00—40.00	44—48	29.00—38.00	44—48	12.50—18.00	44—48

Table V—(6) PRINTING AND PUBLISHING—Continued
 Printing Trades—Continued

Locality	COMPOSITORS, MACHINE AND HAND, NEWS		COMPOSITORS, MACHINE AND HAND, JOB		PRESSMEN, NEWS		PRESSMEN, JOB		BOOKBINDERS		BINDERY GIRLS	
	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week
	\$		\$		\$		\$		\$		\$	
TORONTO—Concluded												
1941.....	49.50	40	33.00—40.00	44—48	49.50	40	34.00—40.00	44—48	33.00—39.00	44—48	13.50—18.50	44—48
1942.....	50.43	38—44	38.35	44—48	50.43	38—44	38.85	44—48	37.60	41—48	17.52	44—48
1943.....	50.78	37½—40	39.38	44—48	50.78	40	39.19	44—48	39.06	41—48	18.84	44—48
HAMILTON—												
1939.....	41.25	48	33.00—36.00	44—48	40.25	48	31.20—38.50	44—48	32.85—40.00	44—48	11.00—15.40	44—48
1940.....	41.25	48	33.00—36.00	44—48	40.25	48	33.00—38.50	44—48	32.85—40.00	44—48	11.00—15.40	44—48
1941.....	42.25	48	33.00—36.00	44—48	41.25	48	33.00—38.50	44—48	32.85—40.00	44—48	12.00—15.50	44—48
1942.....	41.10	46—48	37.40	44—48	44.00	46—48	37.90	44—48	40.00	44	17.90	44
1943.....	45.07	44	38.09	44—48	45.07	46	38.19	44—48	36.15—45.22	44—48	16.88—19.80	44—48
LONDON—												
1939.....	35.00—36.00	44	28.00—34.00	44—48	32.40—34.00	44	29.50—36.50	44—48	31.00—40.00	45—48	11.50	45—48
1940.....	35.00—36.00	44	28.00—34.00	44—48	32.00—36.00	44	29.50—36.50	44—48	31.00—40.00	45—48	11.50	45—48
1941.....	35.00—36.00	44	30.00—34.00	44—48	32.00—36.00	44	29.50—36.50	44—48	31.25—42.50	45—48	12.50	41—48
1942.....	41.00	42—44	33.95	44—45	33.95	42—44	33.16	44—48	40.00	48	14.24	41—48
1943.....	44.28	44—48	30.00—40.55	44—45	39.80	42—48	31.75—38.05	44—48	40.35	44—48	14.90	44—48
WINDSOR—												
1939.....	40.80	48	37.40—49.00	44—48	37.40	48	30.00—40.00	40—48	28.00—40.00	44—48	15.00	44—48
1940.....	43.20	48	39.60—49.00	44—48	39.80	48	30.00—40.00	40—48	28.00—40.00	44—48	15.00	44—48
1941.....	45.12	48	40.00—49.00	44	41.72	48	32.40—40.00	44	30.50—43.00	44	15.00—17.00	44
1942.....	48.12	48	39.10	44	44.76	48	38.02	44	40.00	41	17.89	44
1943.....	48.47	44	43.20	48	45.07	48	39.50	44	40.60	44	19.58	41—48
WINNIPEG—												
1939.....	41.00	46	35.20—38.50	44—48	40.00	48	28.00—38.50	44—48	33.00—39.00	44—48	9.00—17.00	44—48
1940.....	41.00	46	35.20—39.60	44—48	40.00	48	28.00—38.50	44—48	33.00—39.00	44—48	9.00—17.00	44—48
1941.....	41.00—41.36	46	35.20—41.75	44—44	40.00—40.80	48	29.85—41.30	44—48	33.00—39.00	44—48	11.30—16.84	44—48
1942.....	42.70	42—48	39.68	44	41.64	42—54	35.92	44	38.00	41	15.10	44
1943.....	44.13	44	36.15—46.40	44	42.54	44	31.60—44.60	44—48	38.35	44—48	16.25	44—48
REGINA—												
1939.....	36.65	45	28.80—35.20	36—44	36.65	45	29.00—35.20	36—44	35.20	44	12.50—15.85	38—44
1940.....	38.00	45	29.70—36.30	36—44	38.00	45	29.00—36.30	36—44	36.30	44	12.50—16.50	38—44
1941.....	42.00	45	32.00—39.00	36—44	42.00	45	33.45—39.00	36—44	39.00	44	13.00—17.60	38—44
1942.....	42.60	45	36.85	44	42.60	45	36.85	44	40.60	44	17.60	44
1943.....	42.95	36	39.19	44	42.95	36	39.79	44	42.95	44	18.56	44

Table V—(6) PRINTING AND PUBLISHING—Continued
Printing Trades—Concluded

Locality	COMPOSITORS, MACHINE AND HAND, NEWS		COMPOSITORS, MACHINE AND HAND, JOB		PRESSMEN, NEWS		PRESSMEN, JOB		BOOKBINDERS		BINDERY GIRLS	
	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week
SASKATOON—												
1939.....	40.00	45	39.60—42.00	44	42.00	45	39.60—42.00	44	35.00—40.00	44	10.00—17.00	44
1940.....	40.00	45	39.60—42.00	44	42.00	45	39.60—42.00	44	35.00—40.00	44	14.50—19.00	44
1941.....	40.00	45	40.00—48.00	44	42.00	45	42.00—48.00	44	38.20—40.00	44	13.20—20.20	44
1942.....	40.60	44—45	44.06	44	42.60	44	46.51	44	41.54	44	19.07	44
1943.....	42.95	45	42.95—44.95	44	44.95	30—48	46.86	44	41.89	44	19.42	44
CALGARY—												
1939.....	38.25	45	40.50	44	38.25	45	35.00—40.50	44	33.00—42.30	44	13.20—18.50	44
1940.....	38.25	45	40.50—44.00	44	38.25	45	35.00—40.50	44	33.00—42.30	44	13.20—18.50	44
1941.....	41.40	45	40.50—44.00	44	41.40	45	35.00—40.50	44	33.00—45.00	44	13.20—18.50	44
1942.....	42.00	45	42.84	44	42.00	45	38.77	44	40.00	44	17.10	44
1943.....	42.17	45	41.43—44.95	44	42.75	45	42.08	44	40.95	44—45	17.18	44
EDMONTON—												
1939.....	40.50	45	37.40—39.60	44	40.50	45	37.40—39.60	44	37.40	44	17.60	44
1940.....	41.62	45	37.60—39.60	44	41.62	45	39.60	44	37.60	44	17.00	44
1941.....	43.20	45	39.60—42.00	44	43.20	45	39.60	44	39.60	44	17.60	44
1942.....	43.80	45	41.30	44	43.80	45	40.20	44	40.20	44	19.30	44
1943.....	44.15	45	41.72	44	44.15	44—45	40.55	44	40.55	44	18.27—22.88	44
VANCOUVER—												
1939.....	39.75	37½	40.00—40.50	40—44	47.70	48	40.00—40.70	40—44	37.20—45.00	40—48	14.00—20.00	40—48
1940.....	39.75	37½	40.00—40.50	40—44	47.70	48	40.00—40.70	40—44	37.20—45.00	40—48	14.00—20.00	40—48
1941.....	43.50	37½	42.50—49.40	40—44	52.20	48	42.50	40—44	37.20—48.00	40—48	14.00—22.50	40—48
1942.....	44.10	38	47.47	40—44	52.80	44—48	43.75	40—44	45.77	44	20.40	40—44
1943.....	44.45	39½—40	44.95—49.35	40—44	53.15	40—45	43.77	40—48	44.60—48.95	40—48	22.72	40—48
VICTORIA—												
1939.....	48.00	45	40.90—45.00	40—44	48.00	45—48	42.00—52.00	44—48	45.00	44	15.40—22.50	44
1940.....	48.00	45	45.00	44	48.00	45—48	42.00—52.00	44—48	45.00	44	16.00—22.50	44
1941.....	51.00	45	47.75	44	51.00	45	47.75—54.75	44—48	47.75	44	18.00—23.85	44
1942.....	51.60	44—45	48.35	40—45	51.60	45—48	48.35	40—44	48.35	44—45	21.27	40—45
1943.....	51.95	45	48.70	40—44	51.95	45	48.70	44	48.70	44	24.84	44

Table V—(6) PRINTING AND PUBLISHING—Concluded

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week	Standard Hours per Week
	\$	\$	
Lithographing, Photo-Engraving, Stereotyping and Electrotyping			
<i>Artists</i>			
Canada.....	54.28		
Quebec.....	55.28	40.95 — 70.95	44
Ontario.....	55.98	37.91 — 70.95	44
Western Provinces†.....	46.99	30.95 — 65.95	44 — 48
<i>Electrotypers</i>			
Canada.....	49.64		
Ontario.....	50.97	46.95 — 70.95	40
Western Provinces†.....	45.22	31.60 — 58.37	44
<i>Engravers</i>			
Canada.....	57.41		
Quebec.....	55.77	40.95 — 75.95	40
Ontario.....	58.13	35.45 — 70.95	40 — 44
Western Provinces†.....	55.56	41.40 — 71.35	44
<i>Pressmen</i>			
Canada.....	47.48		
Maritimes.....	40.50	30.00 — 55.00	44
Quebec.....	44.87	30.95 — 66.12	44
Ontario.....	50.12	31.75 — 70.53	44
Western Provinces†.....	44.84	30.90 — 58.90	44 — 48
<i>Stereotypers</i>			
Canada.....	44.39		
Maritimes.....	26.68	21.05 — 33.05	48
Quebec.....	37.45	25.95 — 48.95	40 — 44
Ontario.....	47.60	38.52 — 53.28	40 — 44
Western Provinces†.....	46.39	38.35 — 55.95	45
<i>Transferrers</i>			
Canada.....	48.75		
Maritimes.....	50.00	47.50 — 52.50	44
Quebec.....	52.53	48.40 — 66.95	44
Ontario.....	48.78	38.60 — 59.91	44
Western Provinces†.....	42.38	28.90 — 58.55	44 — 45

† Includes Prairie Provinces and British Columbia.

Table V—(7) LUMBER AND ITS PRODUCTS

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Sawmill Products			
<i>Edgemen</i>			
Canada.....	.61		
Maritimes.....	.46	.33 — .55	54 — 60
Quebec.....	.43	.42 — .51	60
Ontario.....	.58	.48 — .62	60
Prairie Provinces.....	.47	.39 — .52	54 — 60
British Columbia.....	.80	.62 — .92	48

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Sawmill Products—Concluded			
<i>Filers</i>			
Canada.....	.92		
Maritimes.....	.57	.49 — .77	54
Quebec.....	.49	.42 — .54	60
Ontario.....	.90	.75 — 1.02	60
British Columbia.....	1.09	.82 — 1.12	44 — 48
<i>Firemen</i>			
Canada.....	.59		
Maritimes.....	.43	.40 — .49	54 — 57
Quebec.....	.39	.31 — .46	60
Ontario.....	.50	.42 — .59	60
Prairie Provinces.....	.44	.33 — .56	54 — 60
British Columbia.....	.69	.51 — .72	48
<i>Labourers</i>			
Canada.....	.47		
Maritimes.....	.36	.30 — .52	54 — 60
Quebec.....	.32	.28 — .42	60
Ontario.....	.40	.30 — .47	60
Prairie Provinces.....	.38	.29 — .45	54 — 60
British Columbia.....	.63	.55 — .77	48
<i>Millwrights</i>			
Canada.....	.77		
Maritimes.....	.51	.45 — .62	54 — 60
Quebec.....	.53	.44 — .72	60
Ontario.....	.61	.55 — .72	60
Prairie Provinces.....	.62	.48 — .77	60
British Columbia.....	.86	.77 — .92	48
<i>Pilers</i>			
Canada.....	.53		
Maritimes.....	.41	.33 — .44	54 — 59
Quebec.....	.37	.35 — .43	60
Ontario.....	.53	.42 — .64	60
Prairie Provinces.....	.33	.21 — .40	54 — 60
British Columbia.....	.67	.57 — .72	44 — 54
<i>Sawyers, Band</i>			
Canada.....	.81		
Maritimes.....	.61	.55 — .76	54 — 60
Quebec.....	.50	.45 — .63	54 — 60
Ontario.....	.68	.52 — .77	60
Prairie Provinces.....	.58	.52 — .61	60
British Columbia.....	.95	.76 — 1.47	48
<i>Stationary Engineers</i>			
Canada.....	.61		
Maritimes.....	.51	.49 — .60	54 — 60
Quebec.....	.47	.42 — .51	60
Ontario.....	.61	.48 — .71	60
Prairie Provinces.....	.60	.51 — .75	60
British Columbia.....	.85	.72 — .97	48

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Planing Mills, Sash, Doors, Etc.			
<i>Bench Hands</i>			
Canada.....	.61		
Maritimes.....	.50	.42 — .60	54 — 60
Quebec.....	.52	.42 — .67	50 — 59
Montreal.....	.56	.42 — .67	50
Other Quebec Centres.....	.49	.47 — .59	59
Ontario.....	.60	.52 — .74	50
Toronto.....	.65	.57 — .74	50
Other Ontario Centres.....	.58	.52 — .70	50
Western Provinces†.....	.76	.60 — .85	44
<i>Cabinet Makers</i>			
Canada.....	.58		
Maritimes.....	.59	.51 — .66	50
Quebec.....	.52	.50 — .57	44 — 55
<i>Labourers</i>			
Canada.....	.41		
Maritimes.....	.41	.36 — .46	50 — 54
Quebec.....	.38	.28 — .46	49 — 60
Montreal.....	.42	.29 — .44	49
Other Quebec Centres.....	.36	.28 — .46	60
Ontario.....	.44	.32 — .57	44 — 50
Toronto.....	.52	.42 — .57	44
Other Ontario Centres.....	.43	.32 — .49	50
Western Provinces†.....	.53	.47 — .66	44
<i>Machine Hands</i>			
Canada.....	.54		
Maritimes.....	.44	.41 — .50	50 — 54
Quebec.....	.47	.43 — .60	50 — 55
Montreal.....	.48	.43 — .60	50
Other Quebec Centres.....	.46	.44 — .57	50 — 55
Ontario.....	.56	.51 — .72	44 — 55
Toronto.....	.65	.52 — .72	44
Other Ontario Centres.....	.54	.51 — .69	54 — 55
Western Provinces†.....	.67	.52 — .77	44 — 49
<i>Teamsters</i>			
Canada.....	.43		
Maritimes.....	.40	.37 — .42	45 — 54
Quebec (Montreal only).....	.41	.37 — .47	48 — 54
Ontario (No Toronto data).....	.46	.37 — .52	49 — 55
<i>Truck Drivers</i>			
Canada.....	.48		
Maritimes.....	.45	.42 — .52	50 — 54
Quebec.....	.44	.36 — .52	54 — 56
Montreal.....	.45	.36 — .47	56
Other Quebec Centres.....	.43	.37 — .52	54
Ontario (No Toronto data).....	.48	.42 — .52	55 — 56
Western Provinces†.....	.59	.49 — .67	44 — 50

† Includes Prairie Provinces and British Columbia.

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Furniture			
<i>Cabinet Makers</i>			
Canada.....	.60		
Quebec.....	.54	.42 — .77	47 — 55
Montreal.....	.63	.52 — .77	47
Other Quebec Centres.....	.47	.42 — .61	55
Ontario.....	.63	.48 — .82	44 — 47
Toronto.....	.66	.57 — .82	44
Other Ontario Centres.....	.60	.48 — .77	47
Prairie Provinces.....	.62	.49 — .72	44
British Columbia.....	.73	.58 — .92	44
<i>Craters and Packers</i>			
Canada.....	.52		
Quebec (No Montreal data).....	.46	.38 — .53	55
Ontario (No Toronto data).....	.56	.44 — .76	47
Prairie Provinces.....	.52	.43 — .65	42 — 50
British Columbia.....	.49	.41 — .62	42 — 50
<i>Finishers and Polishers</i>			
Canada.....	.58		
Quebec.....	.49	.36 — .59	47 — 55
Montreal.....	.52	.47 — .57	47
Other Quebec Centres.....	.48	.36 — .59	55
Ontario.....	.60	.49 — .82	44 — 47
Toronto.....	.72	.57 — .82	44
Other Ontario Centres.....	.58	.49 — .72	47
Prairie Provinces.....	.59	.47 — .72	46
British Columbia.....	.72	.56 — .82	44
<i>Machine Hands</i>			
Canada.....	.57		
Quebec.....	.46	.30 — .75	47 — 55
Montreal.....	.52	.38 — .72	47 — 50
Other Quebec Centres.....	.45	.30 — .75	55
Ontario.....	.62	.52 — .97	44 — 47
Toronto.....	.64	.57 — .97	44
Other Ontario Centres.....	.62	.52 — .78	47
Prairie Provinces.....	.59	.52 — .65	48
British Columbia.....	.63	.52 — .77	44
<i>Sanders</i>			
Canada.....	.53		
Quebec (No Montreal data).....	.45	.27 — .59	40 — 55
Ontario (No Toronto data).....	.55	.49 — .67	47
Prairie Provinces.....	—	—	—
British Columbia.....	.66	.62 — .77	45
<i>Sawyers</i>			
Canada.....	.52		
Quebec (No Montreal data).....	.41	.27 — .61	55
Ontario (No Toronto data).....	.58	.46 — .83	47
Prairie Provinces.....	—	—	—
British Columbia.....	.77	.67 — .84	44
<i>Upholsterers</i>			
Canada.....	.81		
Quebec.....	.84	.31 — 1.06*	44 — 55
Montreal.....	.76	.47 — 1.06*	44
Other Quebec Centres.....	.42	.31 — .50	55

* Wide range due to fact that many upholsterers are piece workers earning substantially more than time workers.

Table V—(7) LUMBER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Furniture—Concluded			
<i>Upholsterers—Concluded</i>			
Ontario.....	.82	.53 — 1.02	44 — 47
Toronto.....	.93	.74 — 1.02	44
Other Ontario Centres.....	.76	.53 — .85	47
Prairie Provinces.....	.64	.47 — .90	44 — 56
British Columbia.....	.96	.84 — 1.17	44 — 56
<i>Yardmen and Labourers</i>			
Canada.....	.48		
Quebec.....	.39	.32 — .47	47 — 55
Montreal.....	.41	.32 — .47	47
Other Quebec Centres.....	.39	.32 — .47	55
Ontario (No Toronto data).....	.53	.49 — .72	47
Prairie Provinces.....	.44	.37 — .52	44 — 53
British Columbia.....	.55	.42 — .64	44 — 53

Table V—(8) EDIBLE PLANT PRODUCTS

Flour			
<i>Grinders</i>			
Canada.....	.45		
Quebec (No Montreal data).....	.42	.39 — .45	54 — 60
Ontario (No Toronto data).....	.45	.43 — .47	60
<i>Labourers</i>			
Canada.....	.52		
Quebec (Montreal only).....	.51	.47 — .54	54 — 55
Ontario.....	.52	.40 — .56	48 — 60
Toronto.....	.56	.53 — .56	48 — 54
Other Ontario Centres.....	.50	.40 — .52	48 — 60
Prairie Provinces.....	.55	.49 — .60	48 — 54
<i>Millers</i>			
Canada.....	.66		
Quebec (Montreal only).....	.54	.47 — .57	55 — 60
Ontario (No Toronto data).....	.65	.50 — .93	48 — 60
Prairie Provinces.....	.73	.62 — .91	44 — 48
<i>Millwrights</i>			
Canada.....	.71		
Ontario (No Toronto data).....	.66	.61 — .94	48 — 60
Prairie Provinces.....	.74	.57 — .92	44 — 54
<i>Packers</i>			
Canada.....	.58		
Quebec.....	.53	.35 — .62	48 — 55
Montreal.....	.55	.42 — .62	48
Other Quebec Centres.....	.53	.35 — .60	48 — 55
Ontario.....	.58	.43 — .67	48 — 60
Toronto.....	.60	.56 — .61	48
Other Ontario Centres.....	.58	.43 — .67	48 — 60
Prairie Provinces.....	.59	.45 — .69	44 — 54
British Columbia.....	.64	.63 — .65	44

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Flour—Concluded			
<i>Shippers</i>			
Canada.....	.56		
Quebec (No Montreal data).....	.52	.39 — .57	55 — 60
Ontario (No Toronto data).....	.57	.51 — .64	48 — 60
Prairie Provinces.....	.56	.43 — .70	44 — 54
<i>Sweepers</i>			
Canada.....	.54		
Ontario.....	.54	.46 — .59	48 — 60
Toronto.....	.49	.46 — .51	48 — 60
Other Ontario Centres.....	.55	.52 — .59	48 — 60
Prairie Provinces.....	.53	.42 — .60	44 — 58
British Columbia.....	.57	.55 — .60	44
Bakery Products			
<i>Bakers, Bread, Male</i>		per week	per week
Canada.....	27.95		
Maritimes.....	25.91	20.95 — 27.00	54
Quebec.....	27.44	20.70 — 35.95	54 — 60
Montreal.....	27.66	24.55 — 35.95	54
Other Quebec Centres.....	24.31	20.70 — 27.78	60
Ontario.....	28.26	23.95 — 33.95	56 — 60
Prairie Provinces.....	27.53	25.95 — 32.33	48 — 54
British Columbia.....	34.56	30.88 — 42.33	48
<i>Bakers, Cake, Male</i>			
Canada.....	27.75		
Maritimes.....	29.86	15.00 — 30.95	54
Quebec.....	24.67	15.95 — 27.97	55 — 57
Montreal.....	25.63	21.70 — 27.97	57
Other Quebec Centres.....	21.62	15.95 — 23.00	55
Ontario.....	28.87	20.93 — 33.95	54 — 56
Prairie Provinces.....	27.66	25.95 — 35.33	54
British Columbia.....	31.67	30.23 — 34.07	48
<i>Bakers, Cake, Female</i>			
Canada.....	17.81		
Maritimes.....	16.61	12.46 — 20.76	54
Quebec (Montreal only).....	17.78	14.85 — 20.72	57
Ontario.....	19.83	18.68 — 21.59	54
Prairie Provinces.....	16.06	12.45 — 17.65	48
<i>Cake Wrappers, Female</i>			
Canada.....	17.42		
Maritimes.....	12.92	12.00 — 14.48	54
Quebec.....	17.69	12.42 — 21.60	55 — 60
Montreal.....	18.01	14.15 — 21.60	55 — 60
Other Quebec Centres.....	13.31	12.42 — 14.20	57
Ontario.....	17.58	13.95 — 22.42	48 — 56
Prairie Provinces.....	14.81	12.98 — 16.61	48
British Columbia (Vancouver only).....	22.73	22.14 — 28.42	48

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week	Standard Hours per Week
	\$	\$	
Bakery Products—Concluded			
<i>Delivery Salesmen*</i>			
Canada.....	34.68		
Maritimes.....	37.80	25.85 — 44.33	54
Quebec.....	33.30	18.95 — 45.95	60
Montreal.....	33.87	25.95 — 45.95	60
Other Quebec Centres.....	26.86	18.95 — 41.78	60
Ontario.....	35.57	23.95 — 40.00	48 — 56
Toronto.....	37.12	35.23 — 40.00	48
Other Ontario Centres.....	28.13	23.95 — 32.87	56
Prairie Provinces.....	31.80	20.95 — 40.36	48
British Columbia.....	36.24	27.45 — 44.95	54
<i>Helpers, Male</i>			
Canada.....	22.39		
Maritimes.....	16.86	12.95 — 20.75	54
Quebec.....	21.94	17.70 — 25.95	60
Montreal.....	21.87	18.95 — 25.95	60
Other Quebec Centres.....	22.74	17.70 — 25.15	60
Ontario.....	23.47	15.95 — 28.79	54 — 56
Toronto.....	25.04	22.42 — 28.79	54
Other Ontario Centres.....	22.54	15.95 — 26.95	56
Prairie Provinces.....	23.10	15.95 — 29.83	48
British Columbia.....	24.16	14.81 — 28.60	48
<i>Helpers, Female</i>			
Canada.....	17.31		
Maritimes.....	15.00	13.70 — 17.65	54
Ontario.....	17.55	11.70 — 23.25	48 — 54
Toronto.....	17.65	11.70 — 22.42	48
Other Ontario Centres.....	17.29	14.53 — 23.25	50 — 54
Prairie Provinces.....	16.95	15.57 — 22.14	48
British Columbia.....	21.50	17.44 — 25.57	48
<i>Mixers</i>			
Canada.....	29.66		
Maritimes.....	28.70	26.85 — 28.85	54
Ontario.....	29.66	27.75 — 36.45	48 — 56
Prairie Provinces.....	28.20	26.45 — 29.95	50 — 54
<i>Oven Tenders</i>			
Canada.....	31.05		
Maritimes.....	24.05	23.85 — 26.85	57
Quebec (Montreal only).....	29.95	29.60 — 32.60	57
Ontario.....	28.55	23.95 — 36.05	54 — 56
Toronto.....	28.70	25.79 — 36.05	54
Other Ontario Centres.....	28.44	23.95 — 34.55	56
Prairie Provinces.....	29.37	28.95 — 30.30	54
British Columbia.....	38.06	33.11 — 39.16	48
<i>Packers and Wrappers, Male</i>			
Canada.....	21.69		
Quebec (Montreal only).....	23.97	10.95 — 13.85	54
Ontario.....	22.00	18.66 — 25.95	54 — 56
Toronto.....	23.04	18.66 — 25.95	54
Other Ontario Centres.....	21.47	20.55 — 25.95	56
British Columbia.....	24.32	17.30 — 30.25	48

* Range maximums represent average earnings of those paid on a sales commission or salary plus commission basis.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week	Standard Hours per Week
	\$	\$	
Biscuits			
<i>Machine Operators</i>			
Canada.....	25.97		
Maritimes.....	28.05	22.41 — 34.30	50 — 55
Quebec.....	25.37	17.35 — 30.55	54 — 55
Montreal.....	25.92	17.35 — 30.55	55
Other Quebec Centres.....	23.46	20.93 — 28.35	54
Ontario.....	25.90	20.95 — 34.60	48 — 50
Toronto.....	24.48	22.55 — 34.60	48 — 50
Other Ontario Centres.....	26.70	20.95 — 33.45	48 — 50
<i>Mixers</i>			
Canada.....	28.18		
Maritimes.....	28.01	18.63 — 35.95	50
Quebec (Montreal only).....	24.76	22.30 — 27.80	55
Ontario.....	29.12	20.95 — 34.60	45 — 50
Toronto.....	30.70	25.10 — 34.60	45 — 50
Other Ontario Centres.....	25.41	20.95 — 31.95	50
<i>Oven Tenders</i>			
Canada.....	25.92		
Quebec (Montreal only).....	24.17	20.20 — 28.45	54 — 55
Ontario.....	26.79	21.95 — 34.75	45 — 50
Toronto.....	28.65	23.60 — 34.75	45 — 50
Other Ontario Centres.....	24.01	21.95 — 25.95	50
<i>Packers, Female</i>			
Canada.....	16.54		
Maritimes.....	13.17	12.14 — 16.30	50 — 55
Quebec.....	14.86	11.00 — 16.82	53 — 58
Ontario.....	17.43	13.20 — 24.95	45 — 56
Toronto.....	17.70	14.92 — 22.38	45 — 50
Other Ontario Centres.....	16.28	13.20 — 24.95	48 — 56
<i>Shippers</i>			
Canada.....	26.25		
Maritimes.....	24.27	21.93 — 30.00	50 — 55
Quebec.....	20.86	17.15 — 25.95	54 — 55
Montreal.....	21.29	17.45 — 25.95	55
Other Quebec Centres.....	18.50	17.15 — 19.85	54
Ontario (Toronto only).....	32.73	22.00 — 40.00	50 — 52
Confectionery			
<i>Candy Makers, Male</i>			
Canada.....	26.85		
Maritimes.....	21.84	19.87 — 23.60	44
Quebec.....	27.92	20.20 — 33.11	48 — 50
Montreal.....	28.19	21.30 — 33.11	48
Other Quebec Centres.....	20.79	20.20 — 22.55	50
Ontario.....	27.82	21.65 — 31.75	47 — 50
Toronto.....	28.24	22.10 — 30.95	47
Other Ontario Centres.....	26.93	21.65 — 31.75	50

Table V—(8) EDIBLE PLANT PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week	Standard Hours per Week
	\$	\$	
Confectionery—Concluded			
<i>Chocolate Dippers, Female</i>			
Canada.....	18.14		
Maritimes.....	18.05	15.60 — 19.60	48
Quebec.....	19.08	15.35 — 21.30	48 — 55
Montreal.....	19.89	16.21 — 21.30	48
Other Quebec Centres.....	16.83	15.35 — 17.45	55
Ontario.....	18.04	14.95 — 21.88	47 — 50
Toronto.....	17.96	16.10 — 21.88	47
Other Ontario Centres.....	18.33	14.95 — 20.95	50
Western Provinces†.....	17.59	14.95 — 20.15	48
<i>Helpers, Female</i>			
Canada.....	14.59		
Maritimes.....	14.97	13.60 — 17.67	44
Quebec (Montreal only).....	13.24	11.13 — 16.79	48 — 50
Ontario.....	14.98	13.55 — 20.55	47 — 50
Toronto.....	15.00	13.55 — 20.55	47
Other Ontario Centres.....	14.57	13.95 — 16.95	50
<i>Labourers and Helpers, Male</i>			
Canada.....	18.79		
Maritimes.....	16.34	13.05 — 19.87	44
Quebec.....	17.03	13.67 — 23.85	48 — 55
Montreal.....	17.50	13.67 — 23.85	48
Other Quebec Centres.....	14.30	14.15 — 14.99	55
Ontario.....	23.11	13.97 — 29.60	47 — 50
Toronto.....	23.77	13.97 — 29.60	47
Other Ontario Centres.....	22.07	15.95 — 25.95	50
Western Provinces†.....	27.04	20.95 — 34.55	48
<i>Packers, Female</i>			
Canada.....	17.02		
Maritimes.....	15.33	14.80 — 16.60	44
Quebec (Montreal only).....	18.22	13.67 — 23.85	48 — 54
Ontario.....	17.79	15.95 — 19.95	47 — 50
Toronto.....	17.45	15.95 — 19.95	47
Other Ontario Centres.....	18.09	15.95 — 19.95	50
Western Provinces†.....	15.39	13.45 — 18.23	48
<i>Shippers, Male</i>			
Canada.....	26.56		
Maritimes.....	25.87	22.60 — 30.95	44 — 48
Quebec (Montreal only).....	25.33	24.32 — 27.64	48 — 55
Ontario.....	27.40	23.11 — 31.60	47 — 50
Toronto.....	28.09	25.95 — 31.60	47 — 50
Other Ontario Centres.....	25.56	23.11 — 25.95	50
Prairie Provinces.....	23.77	22.95 — 27.95	48 — 49

† Includes Prairie Provinces and British Columbia.

Table V—(9) FUR PRODUCTS

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
<i>Blockers, Male</i>			
Canada.....	.68		
Quebec (Montreal only).....	.68	.40 — .99	40
Ontario.....	.81	.47 — 1.00	40 — 53
Toronto.....	.83	.65 — 1.00	40
Other Ontario Centres.....	.49	.47 — .50	48 — 53
Western Provinces†.....	.40	.32 — .52	40
<i>Cutters, Male</i>			
Canada.....	1.02		
Quebec (Montreal only).....	1.04	.69 — 1.25	40
Ontario.....	1.14	.86 — 1.50	40 — 48
Toronto.....	1.16	.86 — 1.50	40
Other Ontario Centres.....	.88	.86 — .96	48
Western Provinces†.....	.76	.52 — 1.03	40
<i>Finishers, Female</i>			
Canada.....	.53		
Quebec.....	.54	.30 — .68	40 — 48
Montreal.....	.55	.44 — .68	40
Other Quebec Centres.....	.37	.30 — .46	48
Ontario.....	.58	.35 — .83	40 — 49
Toronto.....	.67	.52 — .83	40
Other Ontario Centres.....	.43	.35 — .54	47 — 49
Western Provinces†.....	.46	.32 — .57	48
<i>Machine Operators, Male</i>			
Canada.....	.93		
Quebec (Montreal only).....	1.03	.70 — 1.17	40
Ontario.....	.97	.66 — 1.05	40 — 43
Toronto.....	.98	.82 — 1.05	40
Other Ontario Centres.....	.80	.66 — .93	43
Western Provinces†.....	.66	.52 — .71	40
<i>Machine Operators, Female</i>			
Canada.....	.57		
Quebec (Montreal only).....	.65	.50 — .78	40 — 48
Ontario.....	.60	.38 — .75	40 — 48
Toronto.....	.64	.47 — .75	40
Other Ontario Centres.....	.42	.38 — .54	48
Western Provinces†.....	.42	.27 — .66	40

Table V—(10) LEATHER AND ITS PRODUCTS

Leather Tanning			
<i>Beam House Men</i>			
Canada.....	.62		
Quebec (No Montreal data).....	.57	.48 — .66	55
Ontario.....	.62	.47 — .81	50
Toronto.....	.61	.57 — .81	50
Other Ontario Centres.....	.62	.47 — .80	50
Western Provinces†.....	.71	.66 — .77	45

† Includes Prairie Provinces and British Columbia.

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Leather Tanning—Continued			
<i>Blackers and Colourers</i>			
Canada.....	.53		
Quebec (No Montreal data).....	.41	.37 — .45	55
Ontario.....	.56	.37 — .71	50
Toronto.....	.56	.37 — .66	50
Other Ontario Centres.....	.56	.40 — .71	50
Western Provinces†.....	.37	.35 — .53	49
<i>Buffers</i>			
Canada.....	.64		
Quebec.....	.51	.44 — .62	55
Montreal.....	.52	.47 — .52	55
Other Quebec Centres.....	.50	.44 — .62	55
Ontario.....	.66	.45 — .76	44 — 50
Toronto.....	.82	.61 — .85	44 — 50
Other Ontario Centres.....	.60	.45 — .76	50
<i>Finishers</i>			
Canada.....	.54		
Quebec.....	.52	.37 — .68	55
Montreal.....	.55	.38 — .68	55
Other Quebec Centres.....	.51	.37 — .61	55
Ontario.....	.54	.34 — .74	44 — 50
Toronto.....	.48	.37 — .67	44 — 50
Other Ontario Centres.....	.57	.34 — .74	50
Western Provinces†.....	.61	.55 — .66	45
<i>Fleshers</i>			
Canada.....	.62		
Quebec (No Montreal data).....	.49	.42 — .59	50 — 55
Ontario.....	.64	.52 — .72	44 — 55
Toronto.....	.65	.63 — .72	44 — 55
Other Ontario Centres.....	.63	.52 — .65	50
<i>Labourers</i>			
Canada.....	.44		
Quebec.....	.43	.36 — .52	49 — 54
Montreal.....	.46	.36 — .50	49
Other Quebec Centres.....	.40	.36 — .52	54
Western Provinces†.....	.45	.39 — .48	54
<i>Limers and Soakers</i>			
Canada.....	.51		
Quebec.....	.44	.40 — .52	55
Montreal.....	.49	.41 — .52	55
Other Quebec Centres.....	.41	.40 — .42	55
Ontario (No Toronto data).....	.54	.44 — .58	50
Western Provinces†.....	.50	.49 — .52	49
<i>Liquormen</i>			
Canada.....	.59		
Ontario.....	.59	.49 — .56	47 — 50
Toronto.....	.61	.60 — .62	47
Other Ontario Centres.....	.59	.49 — .66	50
<i>Seasoners and Stuffers</i>			
Canada.....	.58		
Quebec (Montreal only).....	.47	.38 — .52	53 — 54
Ontario.....	.60	.47 — .69	47 — 50
Toronto.....	.57	.47 — .67	47
Other Ontario Centres.....	.60	.49 — .69	50

† Includes Prairie Provinces and British Columbia.

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Leather Tanning—Concluded			
<i>Setters</i>			
Canada.....	.65		
Quebec (No Montreal data).....	.41	.40 — .42	55
Ontario.....	.66	.51 — .69	47 — 50
Toronto.....	.62	.58 — .84	47
Other Ontario Centres.....	.66	.51 — .69	50
<i>Shavers</i>			
Canada.....	.66		
Quebec.....	.52	.47 — .58	55
Montreal.....	.51	.48 — .52	55
Other Quebec Centres.....	.53	.47 — .58	55
Ontario.....	.71	.54 — .82	45 — 50
Toronto.....	.77	.72 — .82	45 — 50
Other Ontario Centres.....	.70	.54 — .82	50
Western Provinces†.....	.52	.51 — .53	49
<i>Sorters and Shippers</i>			
Canada.....	.54		
Quebec.....	.45	.32 — .65	45 — 55
Montreal.....	.57	.48 — .65	45 — 55
Other Quebec Centres.....	.40	.32 — .57	55
Ontario.....	.55	.44 — .76	41 — 50
Toronto.....	.59	.58 — .76	41 — 45
Other Ontario Centres.....	.54	.44 — .75	50
Western Provinces†.....	.58	.44 — .73	49
<i>Splitters</i>			
Canada.....	.59		
Quebec.....	.59	.46 — .60	55
Montreal.....	.55	.52 — .60	55
Other Quebec Centres.....	.60	.46 — .80	55
Ontario.....	.59	.42 — .92	47 — 50
Toronto.....	.77	.72 — .92	47
Other Ontario Centres.....	.58	.42 — .75	50
<i>Stakers and Softeners</i>			
Canada.....	.62		
Quebec.....	.54	.48 — .59	55
Montreal.....	.54	.48 — .59	55
Other Quebec Centres.....	.54	.48 — .58	55
Ontario.....	.64	.49 — .79	47 — 50
Toronto.....	.62	.49 — .79	47
Other Ontario Centres.....	.70	.51 — .79	50
Western Provinces†.....	.54	.53 — .55	49
<i>Tackers</i>			
Canada.....	.60		
Quebec.....	.56	.48 — .79	45 — 55
Montreal.....	.79	.71 — .89	45
Other Quebec Centres.....	.50	.48 — .67	55
Ontario.....	.61	.48 — .77	50
Toronto.....	.64	.52 — .72	50
Other Ontario Centres.....	.60	.48 — .77	50
Western Provinces†.....	.52	.51 — .53	49

† Includes Prairie Provinces and British Columbia.

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Standard Hours per Week
	\$	
Boots and Shoes*		
<i>Cutters, Male</i>		
Canada.....	31.72	
Maritimes.....	25.22	48 — 53
Quebec.....	32.04	49 — 55
Montreal.....	33.50	49
Other Quebec Centres.....	30.00	55
Ontario.....	30.87	47 — 50
Toronto.....	37.50	47
Other Ontario Centres.....	30.00	50
Western Provinces†.....	31.68	48
<i>Edge Trimmers, Male</i>		
Canada.....	37.45	
Maritimes.....	29.28	48
Quebec.....	39.56	49 — 55
Montreal.....	39.94	49
Other Quebec Centres.....	38.73	49 — 55
Ontario.....	34.97	47 — 50
Toronto.....	34.65	47
Other Ontario Centres.....	35.00	50
<i>Finishers, Male</i>		
Canada.....	28.80	
Maritimes.....	23.00	48
Quebec.....	27.35	49 — 50
Montreal.....	30.12	49
Other Quebec Centres.....	20.74	50
Ontario.....	30.75	47 — 50
Toronto.....	38.30	47
Other Ontario Centres.....	30.00	50
<i>Lasters, Male</i>		
Canada.....	34.67	
Maritimes.....	33.15	48
Quebec.....	35.21	49 — 55
Montreal.....	37.00	49
Other Quebec Centres.....	31.69	55
Ontario.....	34.14	47 — 50
Toronto.....	39.50	47
Other Ontario Centres.....	33.06	50
Western Provinces†.....	31.68	47 — 48
<i>Machine Operators, Male</i>		
Canada.....	30.30	
Maritimes.....	23.40	53
Quebec.....	27.21	50 — 59
Montreal.....	32.53	50
Other Quebec Centres.....	27.29	59
Ontario.....	29.44	47 — 55
Toronto.....	37.20	47
Other Ontario Centres.....	20.50	55
Western Provinces†.....	28.80	47

* Averages include both time rates and piece-work earnings. Ranges of rates are not shown because of wide variation in weekly earnings of piece-workers.

† Includes Prairie Provinces and British Columbia.

Table V—(10) LEATHER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Week	Standard Hours per Week
Boots and Shoes*—Concluded		
<i>Sole Leather Workers, Male</i>		
Canada.....	26.20	
Maritimes.....	22.70	48
Quebec.....	25.77	49 — 55
Montreal.....	28.80	49
Other Quebec Centres.....	23.05	55
Ontario.....	27.45	47 — 50
Toronto.....	26.50	47
Other Ontario Centres.....	27.50	50
Western Provinces†.....	25.92	47
<i>Stitchers, Uppers, Female</i>		
Canada.....	18.87	
Maritimes.....	17.80	48
Quebec.....	18.30	49 — 55
Montreal.....	22.20	49 — 50
Other Quebec Centres.....	15.10	55
Ontario.....	20.04	47 — 50
Toronto.....	21.00	47
Other Ontario Centres.....	20.00	50
Western Provinces†.....	23.04	48
<i>Triers, Male</i>		
Canada.....	28.99	
Quebec.....	27.31	48 — 50
Montreal.....	27.50	50
Other Quebec Centres.....	27.00	48
Ontario.....	34.14	47 — 50
Toronto.....	31.49	47
Other Ontario Centres.....	34.00	50

* Averages include both time rates and piece-work earnings. Ranges of rates are not shown because of wide variation in weekly earnings of piece-workers.

† Includes Prairie Provinces and British Columbia.

Table V—(11) EDIBLE ANIMAL PRODUCTS

NOTE.—Rates from Maritime Provinces included in Canada average but not shown separately to avoid disclosing confidential information.

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Meat Products			
<i>Boners</i>			
Canada.....	.68		
Quebec.....	.70	.54 — .93	54
Montreal.....	.71	.57 — .93	54
Other Quebec Centres.....	.64	.54 — .71	54
Ontario.....	.60	.53 — .77	50 — 55
Toronto.....	.56	.54 — .58	50
Other Ontario Centres.....	.61	.53 — .77	55
Prairie Provinces.....	.70	.57 — .84	50
British Columbia.....	.74	.67 — .93	48

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Meat Products—Continued			
<i>Casing Makers</i>			
Canada.....	.61		
Quebec.....	.62	.53 — .76	54
Montreal.....	.61	.53 — .63	54
Other Quebec Centres.....	.65	.60 — .76	54
Ontario.....	.60	.46 — .85	50 — 55
Toronto.....	.65	.56 — .85	50
Other Ontario Centres.....	.59	.46 — .66	50 — 55
Prairie Provinces.....	.60	.49 — .69	50
British Columbia.....	.71	.63 — .80	48
<i>Curers and Cellarmen</i>			
Canada.....	.60		
Quebec.....	.57	.49 — .67	54
Montreal.....	.56	.49 — .76	54
Other Quebec Centres.....	.61	.54 — .67	54
Ontario.....	.61	.50 — .74	50 — 55
Toronto.....	.61	.55 — .70	50
Other Ontario Centres.....	.61	.50 — .74	55
Prairie Provinces.....	.63	.52 — .74	50
British Columbia.....	.61	.55 — .73	48
<i>General Butchers</i>			
Canada.....	.63		
Quebec.....	.62	.49 — .75	54 — 55
Montreal.....	.66	.52 — .75	54
Other Quebec Centres.....	.54	.49 — .69	55
Ontario.....	.64	.52 — .78	50 — 55
Toronto.....	.65	.56 — .78	50
Other Ontario Centres.....	.63	.52 — .72	55
Prairie Provinces.....	.64	.52 — .74	50 — 55
British Columbia.....	.65	.51 — .77	48
<i>Lard Makers</i>			
Canada.....	.57		
Quebec (Montreal only).....	.51	.41 — .65	54
Ontario (No Toronto data).....	.59	.51 — .70	50
Prairie Provinces.....	.58	.54 — .74	50
British Columbia.....	.73	.69 — .77	48
<i>Motor Truck Drivers</i>			
Canada.....	.58		
Quebec (Montreal only).....	.55	.46 — .67	54
Ontario.....	.56	.43 — .75	50 — 55
Toronto.....	.64	.52 — .75	50
Other Ontario Centres.....	.52	.43 — .59	55
Prairie Provinces.....	.62	.52 — .70	50
British Columbia.....	.68	.63 — .74	48
<i>Packers</i>			
Canada.....	.55		
Quebec.....	.54	.45 — .67	54
Montreal.....	.53	.45 — .64	54
Other Quebec Centres.....	.59	.54 — .67	54
Ontario.....	.54	.40 — .65	50 — 55
Toronto.....	.45	.40 — .59	50
Other Ontario Centres.....	.55	.45 — .65	55
Western Provinces†.....	.59	.40 — .67	44 — 50

† Includes Prairie Provinces and British Columbia.

Table V—(11) EDIBLE ANIMAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Meat Products—Concluded			
<i>Sausage Makers, Male</i>			
Canada.....	.59		
Quebec.....	.56	.45 — .68	54
Montreal.....	.57	.45 — .68	54
Other Quebec Centres.....	.56	.47 — .67	54
Ontario.....	.60	.46 — .78	48 — 55
Toronto.....	.60	.46 — .78	48 — 50
Other Ontario Centres.....	.61	.49 — .78	55
Prairie Provinces.....	.56	.47 — .70	50
British Columbia.....	.66	.49 — .75	48
<i>Sausage Makers, Female</i>			
Canada.....	.43		
Quebec.....	.43	.41 — .47	54
Montreal.....	.43	.41 — .47	54
Other Quebec Centres.....	.46	.42 — .47	54
Ontario.....	.42	.35 — .50	48 — 55
Toronto.....	.42	.40 — .50	48
Other Ontario Centres.....	.43	.35 — .49	55
Prairie Provinces.....	.46	.36 — .62	50
British Columbia.....	.46	.35 — .55	48
<i>Shippers</i>			
Canada.....	.59		
Quebec.....	.58	.43 — .76	54
Montreal.....	.58	.43 — .76	54
Other Quebec Centres.....	.57	.45 — .72	54
Ontario.....	.59	.45 — .74	50 — 55
Toronto.....	.60	.48 — .73	50
Other Ontario Centres.....	.58	.45 — .74	55
Prairie Provinces.....	.58	.45 — .75	48 — 55
British Columbia.....	.74	.67 — .78	48
<i>Slaughterers</i>			
Canada.....	.66		
Quebec.....	.67	.50 — .80	54
Montreal.....	.67	.54 — .77	54
Other Quebec Centres.....	.67	.50 — .80	54
Ontario.....	.64	.44 — .85	45 — 55
Toronto.....	.72	.55 — .85	45
Other Ontario Centres.....	.63	.44 — .72	55
Prairie Provinces.....	.64	.52 — .83	50
British Columbia.....	.81	.68 — .92	48
<i>Trimmers</i>			
Canada.....	.53		
Quebec (Montreal only).....	.60	.56 — .64	54
Ontario (No Toronto data).....	.54	.46 — .60	55
Prairie Provinces.....	.51	.42 — .62	50
<i>Coolers and Freezers</i>			
Canada.....	.63		
Quebec.....	.64	.54 — .73	54
Montreal.....	.64	.54 — .73	54
Other Quebec Centres.....	.61	.55 — .69	54
Ontario.....	.59	.51 — .94	44 — 55
Toronto.....	.77	.67 — .94	44 — 50
Other Ontario Centres.....	.56	.51 — .65	50
Prairie Provinces.....	.63	.52 — .78	50 — 55
British Columbia.....	.70	.63 — .89	48

Table V—(12) IRON AND ITS PRODUCTS

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Crude, Rolled and Forged Products			
<i>Blacksmiths</i>			
Canada.....	.78		
Maritimes.....	.74	.63 — .78	48 — 56
Quebec.....	.66	.48 — .81	49 — 59
Montreal.....	.67	.54 — .73	54 — 55
Other Quebec Centres.....	.63	.48 — .81	49 — 59
Ontario.....	.78	.54 — .95	48 — 60
Toronto.....	.74	.72 — .81	44 — 48
Other Ontario Centres.....	.79	.54 — .95	48 — 60
Western Provinces†.....	.94	.70 — 1.00	44
<i>Blacksmiths' Helpers</i>			
Canada.....	.59		
Maritimes.....	.51	.50 — .58	48
Quebec.....	.53	.42 — .64	48 — 55
Montreal.....	.53	.51 — .53	54 — 55
Other Quebec Centres.....	.53	.42 — .64	48 — 49
Ontario (No Toronto data).....	.61	.54 — .78	48
Western Provinces†.....	.71	.60 — .77	44
<i>Bricklayers</i>			
Canada.....	.85		
Maritimes.....	.87	.57 — .93	56
Quebec (Montreal only).....	.63	.45 — .72	54
Ontario (No Toronto data).....	.85	.69 — 1.05	48
<i>Carpenters</i>			
Canada.....	.69		
Maritimes.....	.63	.56 — .69	48
Quebec (No Montreal data).....	.68	.52 — .76	54
Ontario (No Toronto data).....	.75	.59 — .86	50
Western Provinces†.....	.68	.52 — .77	44 — 48
<i>Electricians</i>			
Canada.....	.78		
Maritimes.....	.69	.58 — .80	48 — 56
Quebec.....	.73	.56 — .96	54 — 59
Montreal.....	.68	.56 — .81	54 — 55
Other Quebec Centres.....	.81	—	56 — 59
Ontario (No Toronto data).....	.81	.58 — .96	48 — 50
Western Provinces†.....	.79	.77 — .82	48
<i>Labourers</i>			
Canada.....	.56		
Maritimes.....	.57	.39 — .68	48
Quebec.....	.45	.38 — .72	54 — 59
Montreal.....	.41	.38 — .65	54 — 55
Other Quebec Centres.....	.50	.39 — .72	56 — 59
Ontario.....	.59	.38 — .71	48 — 56
Toronto.....	.52	.48 — .53	56
Other Ontario Centres.....	.59	.38 — .71	48 — 55
Western Provinces†.....	.57	.52 — .75	44 — 48
<i>Machine Operators</i>			
Canada.....	.64		
Maritimes.....	.62	.53 — .78	48
Quebec (Montreal only).....	.59	.48 — .87	54 — 55

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Crude, Rolled and Forged Products—Concluded			
<i>Machine Operators—Concluded</i>			
Ontario.....	.72	.48 — .94	48 — 56
Toronto.....	.64	.53 — .78	56
Other Ontario Centres.....	.73	.48 — .94	48 — 55
Western Provinces†.....	.64	.50 — .84	44 — 48
<i>Machinists</i>			
Canada.....	.80		
Maritimes.....	.75	.57 — .80	48 — 56
Quebec.....	.72	.52 — .83	49
Montreal.....	.74	.61 — .83	54 — 55
Other Quebec Centres.....	.66	.52 — .82	49 — 56
Ontario.....	.82	.58 — .94	48 — 56
Toronto.....	.76	.64 — .88	48 — 54
Other Ontario Centres.....	.82	.58 — .94	48 — 56
Western Provinces†.....	1.00	.77 — 1.05	44
<i>Millwrights</i>			
Canada.....	.78		
Maritimes.....	.74	.67 — .80	48
Quebec (Montreal only).....	.67	.55 — .76	54
Ontario (No Toronto data).....	.79	.58 — .98	48 — 56
Western Provinces†.....	.91	.86 — .96	44
<i>Oilers</i>			
Canada.....	.67		
Maritimes.....	.63	.60 — .74	48 — 56
Quebec (Montreal only).....	.62	.49 — .77	54 — 56
Ontario.....	.68	.58 — .81	48 — 50
Toronto.....	.71	.69 — .72	45
Other Ontario Centres.....	.68	.58 — .81	48 — 50
Western Provinces†.....	.61	.57 — .62	48
<i>Patternmakers</i>			
Canada.....	.80		
Maritimes.....	.77	.63 — .81	48
Quebec (No Montreal data).....	.57	.47 — .79	59
Ontario (No Toronto data).....	.85	.66 — .94	48 — 54
<i>Welders</i>			
Canada.....	.73		
Maritimes.....	.75	.63 — .80	48
Quebec.....	.72	.63 — .88	48 — 59
Montreal.....	.77	.63 — .88	54 — 55
Other Quebec Centres.....	.69	.66 — .82	48 — 59
Ontario.....	.72	.53 — .92	44 — 50
Toronto.....	.80	.66 — .92	44 — 48
Other Ontario Centres.....	.71	.53 — .89	48 — 50
Foundry and Machine Shop Products			
<i>Blacksmiths</i>			
Canada.....	.72		
Maritimes.....	.69	.52 — .81	44 — 54
Quebec.....	.71	.54 — .85	44 — 60
Montreal.....	.76	.65 — .85	44
Other Quebec Centres.....	.64	.54 — .75	54 — 60
Ontario (No Toronto data).....	.73	.62 — .85	44 — 54
Prairie Provinces.....	.75	.62 — .92	49
British Columbia.....	.66	.59 — .73	44

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Foundry and Machine Shop Products			
—Continued			
<i>Chippers and Grinders</i>			
Canada.....	.62		
Maritimes.....	.55	.48 — .62	54
Quebec (No Montreal data).....	.57	.50 — .60	54
Ontario.....	.63	.52 — .76	50 — 55
Toronto.....	.66	.63 — .70	50 — 54
Other Ontario Centres.....	.63	.52 — .76	50 — 55
Prairie Provinces.....	.79	.65 — .85	44 — 48
<i>Coremakers</i>			
Canada.....	.71		
Maritimes.....	.72	.63 — .84	48 — 54
Quebec.....	.66	.50 — .88	44 — 54
Montreal.....	.73	.50 — .88	44 — 48
Other Quebec Centres.....	.64	.52 — .75	50 — 54
Ontario.....	.72	.61 — .89	48 — 55
Toronto.....	.83	.81 — .87	50 — 54
Other Ontario Centres.....	.72	.61 — .89	48 — 55
Prairie Provinces.....	.71	.62 — .77	45 — 50
<i>Labourers</i>			
Canada.....	.59		
Maritimes.....	.46	.43 — .49	54
Quebec.....	.52	.43 — .68	48 — 54
Montreal.....	.56	.48 — .68	48
Other Quebec Centres.....	.49	.43 — .54	50 — 54
Ontario.....	.64	.51 — .77	48 — 55
Toronto.....	.62	.52 — .77	50 — 54
Other Ontario Centres.....	.64	.51 — .77	48 — 55
Prairie Provinces.....	.58	.46 — .68	49 — 50
British Columbia.....	.60	.57 — .70	44
<i>Machinists</i>			
Canada.....	.75		
Maritimes.....	.75	.65 — .85	44 — 54
Quebec.....	.74	.52 — .88	48 — 60
Montreal.....	.73	.52 — .85	48 — 60
Other Quebec Centres.....	.77	.52 — .88	50 — 54
Ontario.....	.73	.51 — .92	50 — 55
Toronto.....	.76	.60 — .92	50 — 55
Other Ontario Centres.....	.72	.51 — .89	50
Prairie Provinces.....	.76	.62 — .87	44 — 50
British Columbia.....	.94	.79 — 1.02	44
<i>Machinists' Helpers</i>			
Canada.....	.55		
Maritimes.....	.63	.42 — .76	48
Quebec.....	.54	.47 — .64	54 — 56
Montreal.....	.55	.47 — .64	56
Other Quebec Centres.....	.52	.49 — .63	54
Ontario (No Toronto data).....	.53	.42 — .65	44 — 55
Prairie Provinces.....	.56	.47 — .64	49 — 50
<i>Moulders</i>			
Canada.....	.76		
Maritimes.....	.86	.73 — .95	48 — 54
Quebec.....	.70	.52 — .95	48 — 54
Montreal.....	.82	.74 — .95	48
Other Quebec Centres.....	.67	.52 — .88	50 — 54

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Foundry and Machine Shop Products			
—Concluded			
<i>Moulders—Concluded</i>			
Ontario.....	.78	.62 — .90	50 — 55
Toronto.....	.83	.72 — .90	50 — 54
Other Ontario Centres.....	.78	.62 — .89	50 — 55
Prairie Provinces.....	.79	.59 — .87	44 — 49
British Columbia.....	.94	.72 — 1.00	48
<i>Moulders' Helpers</i>			
Canada.....	.55		
Maritimes.....	.52	.48 — .59	48 — 54
Quebec.....	.52	.42 — .74	48 — 58
Montreal.....	.60	.42 — .74	48 — 58
Other Quebec Centres.....	.51	.49 — .57	50 — 54
Ontario.....	.59	.49 — .70	50 — 54
Toronto.....	.65	.62 — .66	50 — 54
Other Ontario Centres.....	.58	.49 — .70	50 — 54
Prairie Provinces.....	.63	.52 — .67	49
<i>Patternmakers</i>			
Canada.....	.81		
Maritimes.....	.69	.58 — .82	44 — 60
Quebec.....	.78	.63 — .87	48 — 56
Montreal.....	.80	.67 — .85	48 — 50
Other Quebec Centres.....	.77	.63 — .87	54 — 56
Ontario (No Toronto data).....	.85	.68 — .91	50 — 55
Prairie Provinces.....	.82	.69 — .89	44 — 50
Machinery, Boilers, Engines, Tanks, Etc.			
<i>Assemblers</i>			
Canada.....	.63		
Quebec.....	.56	.37 — .85	48 — 50
Montreal.....	.67	.50 — .85	48
Other Quebec Centres.....	.40	.37 — .62	48 — 50
Ontario.....	.64	.52 — .80	44 — 54
Toronto.....	.65	.58 — .80	44
Other Ontario Centres.....	.63	.52 — .77	54
Western Provinces†.....	.78	.57 — .90	44
<i>Blacksmiths</i>			
Canada.....	.74		
Maritimes.....	.78	.62 — .87	46 — 60
Quebec.....	.67	.50 — .83	48 — 65
Montreal.....	.69	.50 — .83	48 — 60
Other Quebec Centres.....	.65	.52 — .76	50 — 65
Ontario.....	.74	.62 — .93	48 — 53
Toronto.....	.80	.68 — .93	53
Other Ontario Centres.....	.71	.62 — .80	48
Western Provinces†.....	.95	.72 — 1.06	44 — 49
<i>Boilermakers</i>			
Canada.....	.87		
Maritimes.....	.83	.70 — .92	44
Quebec (Montreal only).....	.76	.57 — .97	48
Ontario.....	.83	.69 — .94	50 — 51
Toronto.....	.89	.70 — .94	51
Other Ontario Centres.....	.80	.69 — .90	50
Western Provinces†.....	1.01	1.00 — 1.10	44

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Machinery, Boilers, Engines, Tanks, Etc.			
—Continued			
<i>Electric Welders</i>			
Canada.....	.81		
Maritimes.....	.85	.65 — .92	48 — 60
Quebec.....	.74	.52 — .80	49 — 65
Montreal.....	.78	.58 — .80	49
Other Quebec Centres.....	.69	.52 — .75	50 — 65
Ontario.....	.80	.67 — .90	48 — 50
Toronto.....	.76	.67 — .89	48
Other Ontario Centres.....	.83	.69 — .90	50
Western Provinces†.....	.90	.72 — 1.07	44 — 49
<i>Labourers</i>			
Canada.....	.54		
Maritimes.....	.52	.32 — .65	48
Quebec.....	.45	.29 — .63	49 — 65
Montreal.....	.51	.43 — .63	49
Other Quebec Centres.....	.44	.37 — .56	50 — 65
Ontario.....	.56	.42 — .67	48 — 50
Toronto.....	.59	.47 — .67	48
Other Ontario Centres.....	.55	.42 — .63	50
<i>Machine Operators</i>			
Canada.....	.66		
Maritimes.....	.58	.40 — .72	50
Quebec.....	.58	.42 — .77	48 — 65
Montreal.....	.51	.42 — .72	48
Other Quebec Centres.....	.59	.44 — .77	50 — 65
Ontario.....	.71	.44 — .94	50 — 53
Toronto.....	.74	.66 — .94	53
Other Ontario Centres.....	.66	.44 — .78	50
Western Provinces†.....	.79	.60 — .95	44 — 48
<i>Machinists</i>			
Canada.....	.78		
Maritimes.....	.81	.54 — .98	50
Quebec.....	.71	.50 — .98	48 — 58
Montreal.....	.75	.58 — .98	48
Other Quebec Centres.....	.65	.50 — .82	58
Ontario.....	.77	.57 — .93	50 — 53
Toronto.....	.79	.59 — .93	53
Other Ontario Centres.....	.76	.57 — .88	50
Western Provinces†.....	.95	.77 — 1.05	44 — 50
<i>Millwrights</i>			
Canada.....	.75		
Quebec (No Montreal data).....	.58	.47 — .87	48 — 50
Ontario.....	.80	.69 — .84	48 — 53
Toronto.....	.80	.69 — .84	53
Other Ontario Centres.....	.82	.75 — .84	48 — 50
Western Provinces†.....	.87	.78 — 1.00	44 — 50
<i>Moulders</i>			
Canada.....	.84		
Maritimes.....	.79	.57 — .84	48
Quebec (No Montreal data).....	.61	.55 — .84	48 — 65
Ontario.....	.82	.66 — .95	49 — 50
Toronto.....	.79	.68 — .88	50
Other Ontario Centres.....	.83	.66 — .95	49
Western Provinces†.....	1.00	.90 — 1.05	44

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Machinery, Engines, Boilers, Tanks, Etc.			
—Concluded			
<i>Patternmakers</i>			
Canada.....	.87		
Quebec.....	.80	.52 — .98	50 — 55
Montreal.....	.91	.67 — .98	55
Other Quebec Centres.....	.72	.52 — .84	50
Ontario.....	.95	.78 — 1.04	50 — 53
Toronto.....	1.01	.78 — 1.04	53
Other Ontario Centres.....	.89	.80 — 1.00	50
<i>Sheet Metal Workers</i>			
Canada.....	.70		
Maritimes.....	.55	.52 — .57	50
Quebec.....	.59	.47 — .77	50 — 65
Montreal.....	.62	.47 — .77	52
Other Quebec Centres.....	.56	.52 — .71	50 — 65
Ontario.....	.71	.57 — .88	50 — 58
Toronto.....	.73	.59 — .88	50
Other Ontario Centres.....	.70	.57 — .84	50 — 58
Western Provinces†.....	.68	.52 — .77	44 — 50
<i>Toolmakers</i>			
Canada.....	.91		
Quebec.....	.84	.63 — .98	48 — 65
Montreal.....	.83	.63 — .98	48
Other Quebec Centres.....	.88	.77 — .96	50 — 65
Ontario.....	.92	.76 — 1.05	53 — 55
Toronto.....	1.00	.87 — 1.05	53
Other Ontario Centres.....	.88	.76 — 1.02	55
Aircraft			
NOTE.—In this industry, the classification Production Workers "A" and "B" consists of assembly line workers, etc. in various trades (excluding journeymen).			
<i>Machinists, Journeymen</i>			
Canada.....	.89		
Maritimes.....	.84	.76 — 1.05	48 — 53½
Quebec.....	.90	.73 — 1.14	54 — 58
Ontario.....	.90	.73 — 1.05	45 — 50
Western Provinces†.....	.92	.88 — .98	48
<i>Production Workers "A", Male</i>			
Canada.....	.79		
Maritimes.....	.79	.74 — .84	48 — 53½
Quebec.....	.79	.74 — .99	54 — 58
Ontario.....	.78	.71 — .85	45 — 55
Western Provinces†.....	.81	.70 — .85	48
<i>Production Workers "A", Female</i>			
Canada.....	.74		
Maritimes.....	.62	.61 — .69	48 — 53½
Quebec.....	.74	.68 — .80	48 — 57½
Ontario.....	.76	.71 — .80	45 — 55
Western Provinces†.....	.74	.73 — .83	48

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Aircraft—Concluded			
<i>Production Workers "B", Male</i>			
Canada.....	.66		
Maritimes.....	.65	.54 — .69	48 — 53½
Quebec.....	.65	.61 — .72	54 — 58
Ontario.....	.67	.63 — .73	45 — 55
Western Provinces†.....	.70	.60 — .75	48
<i>Production Workers "B", Female</i>			
Canada.....	.64		
Maritimes.....	.52	.49 — .64	48 — 53½
Quebec.....	.65	.60 — .70	48 — 57½
Ontario.....	.67	.63 — .73	48 — 55
Western Provinces†.....	.64	.58 — .68	48
<i>Tool Makers, Journeymen</i>			
Canada.....	.98		
Quebec.....	.99	.74 — 1.14	54 — 58
Ontario.....	.97	.85 — 1.25	45 — 55
Western Provinces†.....	1.00	.80 — 1.10	48
<i>Other Journeymen</i>			
Canada.....	.91		
Maritimes.....	.92	.84 — 1.15	48 — 53½
Quebec.....	.89	.84 — 1.04	54 — 58
Ontario.....	.89	.83 — 1.00	45 — 55
Western Provinces†.....	.94	.80 — 1.05	48
<i>Labourers</i>			
Canada.....	.60		
Maritimes.....	.45	.44 — .64	48 — 53½
Quebec.....	.57	.49 — .74	54 — 58
Ontario.....	.61	.45 — .68	45 — 55
Western Provinces†.....	.62	.53 — .65	48
Shipbuilding (Steel Ships)			
<i>Blacksmiths</i>			
Canada.....	.95		
Maritimes.....	.93	.90 — .95	48
Quebec.....	.92	.90 — 1.00	48
Ontario.....	.93	.90 — .95	48
British Columbia.....	1.00	.98 — 1.01	48
<i>Boilermakers</i>			
Canada.....	.95		
Maritimes.....	.93	.90 — .95	48
Quebec.....	.93	.90 — .95	48
Ontario.....	.93	.90 — .95	48
British Columbia.....	1.00	.88 — 1.01	48
<i>Chippers and Caulkers</i>			
Canada.....	.96		
Maritimes.....	.96	.90 — .95	48
Quebec.....	.92	.90 — 1.00	48
Ontario.....	.92	.90 — .95	48
British Columbia.....	.98	.90 — 1.01	48

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Shipbuilding (Steel Ships)—Continued			
<i>Electricians</i>			
Canada.....	.97		
Maritimes.....	.93	.90 — 1.00	48
Quebec.....	.93	.90 — 1.00	48
Ontario.....	.94	.90 — .95	48
British Columbia.....	1.04	.91 — 1.11	48
<i>Heaters</i>			
Canada.....	.78		
Maritimes.....	.79	.75 — .80	48
Quebec.....	.76	.75 — .80	48
Ontario.....	.78	.75 — .80	48
British Columbia.....	.79	.78 — .81	48
<i>Holder-on</i>			
Canada.....	.83		
Maritimes.....	.84	.80 — .85	48
Quebec.....	.82	.80 — .85	48
Ontario.....	.83	.80 — .85	48
British Columbia.....	.85	.84 — .87	48
<i>Labourers</i>			
Canada.....	.58		
Maritimes.....	.60	—	48
Quebec.....	.56	.55 — .60	48
Ontario.....	.57	.55 — .60	48
British Columbia.....	.61	.58 — .71	48
<i>Machinists</i>			
Canada.....	.94		
Maritimes.....	.91	.90 — .95	48
Quebec.....	.93	.90 — 1.00	48
Ontario.....	.94	.90 — .95	48
British Columbia.....	.97	.90 — 1.01	48
<i>Patternmakers</i>			
Canada.....	1.00		
Maritimes.....	1.02	.95 — 1.15	48
Quebec.....	.95	.90 — 1.15	48
Ontario.....	.93	.90 — .95	48
British Columbia.....	1.06	1.01 — 1.10	48
<i>Plumbers, Pipe and Steamfitters</i>			
Canada.....	.96		
Maritimes.....	.93	.90 — .95	48
Quebec.....	.92	.90 — 1.00	48
Ontario.....	.99	.90 — 1.03	48
British Columbia.....	.98	.90 — 1.01	48
<i>Riggers</i>			
Canada.....	.89		
Maritimes.....	.93	.90 — .95	48
Quebec.....	.83	.80 — .85	48
Ontario.....	.84	.80 — .85	48
British Columbia.....	.92	.86 — 1.01	48
<i>Riveters</i>			
Canada.....	.93		
Maritimes.....	.92	.90 — .95	48
Quebec.....	.92	.90 — .95	48
Ontario.....	.92	.90 — .95	48
British Columbia.....	.93	.78 — 1.01	48

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Shipbuilding (Steel Ships)—Concluded			
<i>Shipfitters or Platers</i>			
Canada.....	.96		
Maritimes.....	.94	.90 — .95	48
Quebec.....	.92	.90 — .95	48
Ontario.....	.94	.90 — .95	48
British Columbia.....	.99	.90 — 1.01	48
<i>Shipwrights, Carpenters and Joiners</i>			
Canada.....	.96		
Maritimes.....	.93	.90 — .95	48
Quebec.....	.92	.90 — 1.10	48
Ontario.....	.93	.90 — .95	48
British Columbia.....	1.00	.98 — 1.01	48
<i>Welders and Burners</i>			
Canada.....	.87		
Maritimes.....	.93	.90 — .95	48
Quebec.....	.84	.80 — .95	48
Ontario.....	.85	.80 — .95	48
British Columbia.....	.96	.88 — 1.01	48
Motor Vehicles (Automobiles)			
Canada (Ontario only)—			
Assemblers.....	.94	.85 — 1.00	40 — 44
Electricians.....	.97	.82 — 1.06	40
Inspectors.....	.94	.80 — 1.05	40
Machine Operators.....	.95	.82 — 1.06	40
Machinists.....	.95	.82 — 1.07	44
Millwrights.....	.98	.90 — 1.10	40
Painters and Enamellers.....	.98	.82 — 1.06	40 — 44
Platers.....	.93	.82 — 1.08	40 — 44
Sheet Metal Workers.....	1.01	.92 — 1.07	40 — 44
Toolmakers.....	1.19	1.00 — 1.25	40 — 44
Trimmers.....	.96	.82 — 1.03	40
Motor Vehicle Equipment and Parts			
Canada (Ontario only)—			
Assemblers, Male.....	.79	.62 — .99	44 — 50
Assemblers, Female.....	.50	.36 — .68	40 — 50
Buffers and Polishers.....	.84	.70 — .89	45 — 50
Grinders.....	.78	.60 — 1.00	45 — 49
Inspectors, Male.....	.72	.57 — .97	45 — 48
Inspectors, Female.....	.46	.36 — .69	40 — 48
Labourers.....	.65	.57 — .85	48 — 50
Machine Operators, Male.....	.76	.58 — .99	45 — 50
Machine Operators, Female.....	.50	.39 — .70	45 — 48
Machinists.....	.81	.67 — .99	44 — 53
Millwrights.....	.80	.68 — 1.00	45 — 50
Platers.....	.73	.55 — .84	44 — 50
Toolmakers.....	1.00	.85 — 1.15	40 — 48
Welders.....	.80	.70 — 1.10	45 — 59

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Firearms			
<i>Assemblers, Male</i>			
Canada.....	.72		
Quebec.....	.57	.46 — .64	47 — 48
Montreal.....	.57	.46 — .64	48
Other Quebec Centres.....	.57	.52 — .62	47
Ontario.....	.71	.59 — .84	48 — 55
Toronto.....	.69	.60 — .84	48
Other Ontario Centres.....	.71	.59 — .84	48 — 55
Western Provinces†.....	.89	—	48
<i>Assemblers, Female</i>			
Canada.....	.57		
Ontario.....	.57	.40 — .74	48 — 55
Toronto.....	.50	.40 — .59	48
Other Ontario Centres.....	.60	.45 — .74	48 — 55
<i>Grinders</i>			
Canada.....	.77		
Quebec.....	.70	.47 — .89	48 — 60
Montreal.....	.60	.54 — .64	48 — 60
Other Quebec Centres.....	.71	.47 — .89	48 — 60
Ontario.....	.79	.54 — .95	44 — 55
Toronto.....	.82	.70 — .95	44 — 48
Other Ontario Centres.....	.72	.54 — .95	44 — 55
<i>Inspectors, Male</i>			
Canada.....	.74		
Quebec (Montreal only).....	.65	.61 — .76	60
Ontario.....	.73	.53 — .95	44 — 60
Toronto.....	.74	.53 — .90	44 — 60
Other Ontario Centres.....	.71	.53 — .95	48 — 60
Western Provinces†.....	.87	.81 — .93	48
<i>Inspectors, Female</i>			
Canada.....	.51		
Quebec (Montreal only).....	.64	.59 — .71	48
Ontario.....	.51	.41 — .59	44 — 60
Toronto.....	.52	.47 — .59	44 — 48
Other Ontario Centres.....	.49	.41 — .59	48 — 60
<i>Labourers</i>			
Canada.....	.54		
Maritimes.....	.47	.36 — .52	48 — 60
Quebec.....	.52	.40 — .65	48 — 60
Montreal.....	.49	.40 — .65	48
Other Quebec Centres.....	.53	.42 — .61	48 — 60
Ontario.....	.58	.43 — .69	48
Toronto.....	.58	.49 — .65	48
Other Ontario Centres.....	.58	.45 — .69	48
Western Provinces†.....	.58	.46 — .74	48
<i>Lathe Operators, Male</i>			
Canada.....	.72		
Quebec.....	.74	.44 — .89	48 — 60
Montreal.....	.68	.44 — .79	48 — 60
Other Quebec Centres.....	.75	.62 — .89	48 — 60
Ontario.....	.71	.52 — .95	44 — 55
Toronto.....	.76	.52 — .95	44
Other Ontario Centres.....	.70	.62 — .82	48 — 55

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Firearms—Concluded			
<i>Lathe Operators, Female</i>			
Canada (Ontario).....	.54	.47 — .79	44 — 55
<i>Machinists</i>			
Canada.....	.88		
Quebec.....	.87	.63 — .99	48 — 60
Montreal.....	.88	.63 — .99	48
Other Quebec Centres.....	.83	.63 — .99	48 — 60
Ontario.....	.79	.60 — 1.02	44 — 55
Toronto.....	.83	.60 — 1.02	44 — 48
Other Ontario Centres.....	.75	.63 — .90	48 — 55
Western Provinces†.....	.93	.88 — .99	48
<i>Milling Machine Operators</i>			
Canada.....	.74		
Quebec.....	.78	.62 — .92	48 — 59
Montreal.....	.66	.64 — .67	48
Other Quebec Centres.....	.78	.62 — .92	59
Ontario (No Toronto data).....	.73	.52 — .85	48 — 55
<i>Tool Makers</i>			
Canada.....	1.01		
Maritimes.....	.74	.68 — .83	60
Quebec.....	1.07	.84 — 1.34	48 — 60
Montreal.....	1.08	.94 — 1.34	48
Other Quebec Centres.....	1.06	.84 — 1.30	48 — 60
Ontario.....	1.01	.69 — 1.20	44 — 55
Toronto.....	1.02	.79 — 1.20	44 — 48
Other Ontario Centres.....	.98	.69 — 1.12	48 — 55
<i>Welders</i>			
Canada.....	.83		
Quebec.....	.79	.57 — .94	48 — 60
Montreal.....	.91	.76 — .94	48
Other Quebec Centres.....	.72	.57 — .89	48 — 60
Ontario.....	.82	.63 — .94	48 — 60
Toronto.....	.80	.70 — .90	48
Other Ontario Centres.....	.82	.63 — .94	48 — 60
Western Provinces†.....	.91	.71 — .99	48
Stoves, Furnaces, etc.			
<i>Coremakers</i>			
Canada.....	.71		
Maritimes.....	.62	—	40
Quebec (No Montreal data).....	.40	.38 — .42	55 — 60
Ontario.....	.73	.52 — .98	40 — 55
Toronto.....	.84	.68 — .98	40 — 54
Other Ontario Centres.....	.68	.52 — .87	50 — 55
<i>Craters and Shippers</i>			
Canada.....	.54		
Maritimes.....	.55	.45 — .66	40 — 48
Quebec.....	.55	.42 — .74	55 — 60
Ontario.....	.55	.42 — .76	44 — 50
Toronto.....	.70	.53 — .76	44
Other Ontario Centres.....	.53	.42 — .73	44 — 50

† Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Stoves, Furnaces, etc.—Continued			
<i>Enamellers</i>			
Canada.....	.63		
Maritimes.....	.74	.59 — .89	48
Quebec.....	.53	.43 — .71	55 — 60
Montreal.....	.58	.51 — .71	55
Other Quebec Centres.....	.44	.43 — .45	60
Ontario (No Toronto data).....	.64	.46 — .72	50
<i>Labourers</i>			
Canada.....	.49		
Maritimes.....	.43	.40 — .49	40 — 48
Quebec.....	.41	.28 — .54	55 — 60
Montreal.....	.48	.43 — .54	55
Other Quebec Centres.....	.36	.28 — .41	60
Ontario.....	.51	.43 — .69	44 — 54
Toronto.....	.58	.45 — .69	48 — 54
Other Ontario Centres.....	.49	.43 — .63	50
<i>Machinists</i>			
Canada.....	.69		
Maritimes.....	.58	.52 — .67	48
Quebec (Montreal only).....	.73	.66 — .79	55
Ontario.....	.70	.52 — .99	44 — 50
Toronto.....	.87	.79 — .99	44
Other Ontario Centres.....	.63	.52 — .81	44 — 50
<i>Moulders (a)</i>			
Canada.....	.77		
Maritimes.....	.87	.67 — 1.05	40 — 54
Quebec.....	.64	.39 — .91	55 — 60
Montreal.....	.82	.61 — .91	55
Other Quebec Centres.....	.49	.39 — .52	60
Ontario.....	.77	.52 — .97	40 — 59
Toronto.....	.88	.68 — .97	40 — 54
Other Ontario Centres.....	.75	.52 — .97	40 — 59
British Columbia.....	.98	.77 — 1.09	44
<i>Mounters or Assemblers</i>			
Canada.....	.65		
Maritimes.....	.62	.50 — .88	48
Quebec (Montreal only).....	.77	.62 — .99	55
Ontario.....	.66	.52 — .95	40 — 54
Toronto.....	.77	.57 — .95	40 — 54
Other Ontario Centres.....	.65	.52 — .79	50
British Columbia.....	.69	—	44
<i>Patternmakers</i>			
Canada.....	.71		
Maritimes.....	.66	.60 — .75	40 — 48
Quebec (No Montreal data).....	.70	.43 — .81	55 — 60
Ontario.....	.72	.52 — .95	50 — 55
Toronto.....	.85	.72 — .95	40 — 54
Other Ontario Centres.....	.65	.52 — .78	55

(a) Mostly piece-work with wide variations in hourly earnings.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Stoves, Furnaces, etc.—Concluded			
<i>Polishers</i>			
Canada.....	.60		
Maritimes.....	.64	.51 — .75	48 — 54
Quebec.....	.51	.39 — .86	55 — 60
Montreal.....	.79	.72 — .86	55
Other Quebec Centres.....	.42	.39 — .46	60
Ontario.....	.61	.42 — .92	44 — 54
Toronto.....	.80	.69 — .92	44 — 54
Other Ontario Centres.....	.58	.42 — .62	50
British Columbia.....	.64	.58 — .69	44
<i>Sheet Metal Workers</i>			
Canada.....	.77		
Maritimes.....	.80	.51 — .83	40 — 48
Quebec.....	.65	.56 — .88	55
Ontario.....	.73	.55 — .97	44 — 50
Toronto.....	.83	.57 — .97	44
Other Ontario Centres.....	.66	.55 — .77	50
British Columbia.....	.93	—	44
Agricultural Implements			
Canada*—			
Blacksmiths.....	.62	.52 — .80	45 — 50
Inspectors.....	.76	.54 — .96	45 — 48
Labourers.....	.57	.40 — .66	48
Machine Operators.....	.63	.47 — .80	48 — 55
Machinists.....	.73	.57 — .88	48 — 60
Moulders.....	.79	.56 — .95	48
Painters.....	.67	.58 — .88	48 — 55
Patternmakers.....	.85	.62 — .95	48
Sheet Metal Workers.....	.52	.42 — .61	50
Shippers and Packers.....	.68	.53 — .82	48 — 50
Welders.....	.85	.61 — .95	48
Woodworkers.....	.58	.47 — .69	50
Sheet Metal Products			
<i>Labourers</i>			
Canada.....	.51		
Quebec.....	.48	.37 — .68	48
Montreal.....	.50	.42 — .67	48
Other Quebec Centres.....	.45	.37 — .52	48
Ontario.....	.50	.40 — .58	48 — 50
Toronto.....	.54	.41 — .58	48
Other Ontario Centres.....	.46	.40 — .58	50
Prairie Provinces.....	.53	.40 — .60	44 — 54
British Columbia.....	.59	.45 — .70	48
<i>Machine Operators</i>			
Canada.....	.70		
Maritimes.....	.51	.49 — .59	44
Quebec (Montreal only).....	.69	.52 — .88	48
Ontario.....	.70	.52 — .88	48 — 55
Toronto.....	.67	.52 — .82	48
Other Ontario Centres.....	.73	.52 — .88	48 — 55
Prairie Provinces.....	.73	.61 — .87	44 — 50
British Columbia.....	.66	.59 — .86	44 — 48

* Mostly Quebec and Ontario.

Table V—(12) IRON AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Sheet Metal Products—Concluded			
<i>Machinists</i>			
Canada.....	.90		
Quebec.....	.77	.58 — .98	44 — 55
Montreal.....	.83	.58 — .98	44
Other Quebec Centres.....	.63	.62 — .92	48 — 55
Ontario.....	.86	.62 — .99	48 — 50
Toronto.....	.90	.62 — .99	48
Other Ontario Centres.....	.83	.64 — .99	50
Prairie Provinces.....	.83	.68 — .98	44 — 49
British Columbia.....	1.09	.90 — 1.18	44
<i>Sheet Metal Workers</i>			
Canada.....	.65		
Quebec (Montreal only).....	.67	.57 — .79	44 — 48
Ontario.....	.69	.58 — .81	44 — 55
Toronto.....	.69	.61 — .81	44 — 55
Other Ontario Centres.....	.68	.58 — .80	44 — 55
Prairie Provinces.....	.60	.51 — .76	44 — 50
British Columbia.....	.64	.61 — .80	44 — 48
<i>Sheet Metal Workers' Helpers</i>			
Canada.....	.57		
Quebec (Montreal only).....	.53	.37 — .64	48 — 55
Ontario.....	.64	.52 — .88	48
Toronto.....	.64	.53 — .69	48
Other Ontario Centres.....	.63	.52 — .88	48
Prairie Provinces.....	.56	.40 — .80	44 — 50
British Columbia.....	.70	.60 — .77	44
<i>Shippers</i>			
Canada.....	.59		
Quebec (Montreal only).....	.57	.45 — .72	45 — 48
Ontario.....	.61	.52 — .78	44 — 50
Toronto.....	.60	.52 — .76	44
Other Ontario Centres.....	.62	.53 — .78	50
Prairie Provinces.....	.55	.45 — .68	44 — 50
<i>Tinsmiths</i>			
Canada.....	.72		
Quebec (Montreal only).....	.71	.57 — .88	48 — 50
Ontario.....	.77	.59 — .97	44 — 50
Toronto.....	.77	.59 — .83	44 — 50
Other Ontario Centres.....	.73	.55 — .97	44 — 50
Prairie Provinces.....	.68	.57 — .97	44
British Columbia.....	.67	—	48

Table V—(13) TOBACCO PRODUCTS

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week	Standard Hours per Week
	\$	\$	
Tobacco and Cigarettes			
Canada (Quebec and Ontario)—			
Blenders, Female.....	14.33	11.96 — 18.49	48
Cigarette Makers, Female.....	15.68	11.96 — 20.21	48 — 50
Labourers, Male.....	23.23	14.48 — 26.48	48
Machinists, Male.....	27.93	22.07 — 35.73	48
Packers, Cigarette, Female.....	16.71	11.96 — 24.57	48
Packers, Tobacco, Female.....	17.16	11.96 — 23.25	48 — 50
Stemmers, Female.....	15.12	11.96 — 24.95	48 — 50
Tobacco Cutters, Male.....	22.59	17.75 — 33.45	48 — 50
Cigars			
Canada (Quebec and Ontario)—			
Banders and Wrappers, Female.....	18.31	14.83 — 20.62	44 — 48
Bunchers and Rollers, Female.....	19.22	13.77 — 31.55	45 — 48
Cigar Makers, Male.....	29.52	18.95 — 38.03	43 — 48
Cigar Makers, Female.....	20.23	12.61 — 24.48	40 — 48
Packers, Female.....	17.72	13.49 — 25.95	44 — 48
Strippers, Female.....	17.47	13.12 — 22.93	45 — 48

Table V—(14) BEVERAGES

Brewery Products			
<i>Bottlers, Hand</i>			
Canada.....	30.58		
Ontario.....	30.58	26.20 — 37.60	44
Toronto.....	31.65	31.23 — 32.17	44
Other Ontario Centres.....	30.54	26.20 — 37.60	44
Prairie Provinces.....	28.22	22.73 — 33.01	44
British Columbia.....	35.68	32.65 — 38.65	44
<i>Bottlers, Machine</i>			
Canada.....	30.80		
Maritimes.....	27.95	—	44
Quebec (Montreal only).....	27.46	26.60 — 29.00	48
Ontario.....	31.26	23.95 — 35.51	44 — 50
Toronto.....	32.10	30.93 — 33.41	44 — 48
Other Ontario Centres.....	30.41	23.95 — 35.51	44 — 50
Western Provinces†.....	34.83	27.91 — 38.45	44 — 48
<i>Cellarmen</i>			
Canada.....	32.63		
Maritimes.....	19.87	19.53 — 20.48	44
Quebec (Montreal only).....	26.70	24.68 — 28.04	48
Ontario.....	32.74	25.95 — 37.65	44 — 50
Toronto.....	33.05	32.15 — 37.65	44 — 48
Other Ontario Centres.....	32.64	25.95 — 37.60	44 — 50
Prairie Provinces.....	33.05	24.57 — 41.43	44
British Columbia.....	36.10	29.45 — 43.25	44 — 48

† Includes Prairie Provinces and British Columbia.

Table V—(14) BEVERAGES—Concluded

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week	Standard Hours per Week
	\$	\$	
Brewery Products—Concluded			
<i>Coopers</i>			
Canada.....	35.41		
Quebec.....	36.76	30.45 — 38.12	48 — 55
Montreal.....	37.86	37.16 — 38.12	48
Other Quebec Centres.....	30.69	30.45 — 30.92	48 — 55
Ontario.....	35.58	25.95 — 40.28	44 — 50
Toronto.....	35.70	35.63 — 35.77	44 — 48
Other Ontario Centres.....	35.55	25.95 — 40.28	45 — 50
Prairie Provinces.....	33.33	22.73 — 39.87	44 — 48
British Columbia.....	37.33	33.95 — 40.60	44 — 48
<i>Engineers</i>			
Canada.....	39.58		
Maritimes.....	33.63	30.95 — 33.95	44
Ontario.....	41.05	29.18 — 48.65	44 — 50
Toronto.....	43.03	34.95 — 48.65	44 — 48
Other Ontario Centres.....	39.15	29.18 — 46.75	44 — 50
Prairie Provinces.....	38.90	31.91 — 42.74	44 — 48
British Columbia.....	39.64	29.55 — 47.88	44
<i>Firemen</i>			
Canada.....	31.10		
Maritimes.....	22.55	20.95 — 22.95	44
Quebec.....	30.79	24.68 — 34.60	48
Montreal.....	31.53	29.96 — 34.60	48
Other Quebec Centres.....	26.33	24.68 — 27.70	48
Ontario (No Toronto data).....	34.20	30.45 — 36.05	44 — 48
Prairie Provinces.....	31.52	29.45 — 33.95	44
<i>Kettlemen</i>			
Canada.....	33.19		
Quebec.....	28.01	25.64 — 29.00	48
Montreal.....	28.48	26.60 — 29.00	48
Other Quebec Centres.....	26.84	25.64 — 28.04	48
Ontario (No Toronto data).....	34.37	25.95 — 43.15	44 — 50
Western Provinces†.....	34.95	30.48 — 37.95	44
<i>Motor Truck Drivers</i>			
Canada.....	32.16		
Maritimes.....	22.98	19.49 — 35.11	44
Quebec.....	32.42	25.10 — 44.07	48 — 55
Montreal.....	32.84	29.60 — 44.07	48 — 55
Other Quebec Centres.....	30.86	25.10 — 35.88	48
Ontario (No Toronto data).....	32.02	23.45 — 39.45	44 — 50
Prairie Provinces.....	31.38	25.45 — 36.33	44 — 48
British Columbia.....	36.69	28.64 — 38.65	44
<i>Wash House Men</i>			
Canada.....	29.69		
Quebec (Montreal only).....	26.17	22.76 — 28.04	48
Ontario (No Toronto data).....	35.72	29.39 — 47.10	44 — 50
Prairie Provinces.....	33.31	26.95 — 39.58	44 — 48

† Includes Prairie Provinces and British Columbia.

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
<i>Electricians</i>			
Canada.....	.83		
Maritimes.....	.87	.70 — 1.00	44 — 48
Quebec.....	.71	.68 — .82	48
Ontario.....	.82	.77 — .96	44 — 48
Prairie Provinces.....	.90	.83 — 1.00	48
British Columbia.....	.86	.74 — .94	48
<i>Groundmen</i>			
Canada.....	.67		
Maritimes.....	.63	.50 — .70	44 — 48
Quebec.....	.60	.51 — .67	48
Ontario.....	.66	.57 — .70	44
Prairie Provinces.....	.60	.51 — .66	44
British Columbia.....	.76	.75 — .90	44 — 48
<i>Labourers</i>			
Canada.....	.54		
Maritimes.....	.47	.40 — .56	48
Quebec.....	.49	.40 — .55	48
Ontario.....	.64	.49 — .73	40
Prairie Provinces.....	.56	.50 — .60	48
British Columbia.....	.58	.50 — .65	48
<i>Linemen</i>			
Canada.....	.81		
Maritimes.....	.69	.51 — .79	48
Quebec.....	.70	.56 — .77	48
Ontario.....	.80	.77 — .90	40 — 48
Prairie Provinces.....	.94	.84 — 1.04	44 — 48
British Columbia.....	1.00	.93 — 1.06	48
<i>Metermen</i>			
Canada.....	.73		
Maritimes.....	.70	.68 — .89	44 — 48
Quebec.....	.68	.55 — .75	48
Ontario.....	.75	.67 — .78	48
Prairie Provinces.....	.83	.70 — .88	44 — 48
British Columbia.....	.89	.82 — .97	44 — 48
<i>Meter Readers</i>			
Canada.....	.66		
Maritimes.....	.57	.46 — .64	48
Quebec.....	.70	.60 — .79	48
Ontario.....	.64	.58 — .74	44
Prairie Provinces.....	.68	.60 — .78	48
British Columbia.....	.70	.52 — .76	44 — 48
<i>Operators</i>			
Canada.....	.78		
Maritimes.....	.63	.58 — .75	48
Quebec.....	.74	.70 — .87	48
Ontario.....	.79	.66 — .87	48
Prairie Provinces.....	.81	.69 — .86	48
British Columbia.....	.89	.80 — .90	44 — 48

Table V—(16) ELECTRICAL APPARATUS, RADIOS, ETC.

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Radio Sets and Parts			
<i>Assemblers, Male</i>			
Canada.....	.56		
Quebec (Montreal only).....	.63	.54 — .64	50
Ontario.....	.53	.45 — .58	44
Toronto.....	.54	.49 — .58	44
Other Ontario Centres.....	.53	.45 — .58	44
<i>Assemblers, Female</i>			
Canada.....	.51		
Quebec (Montreal only).....	.56	.47 — .69	50
Ontario.....	.48	.40 — .56	44
Toronto.....	.52	.40 — .56	44
Other Ontario Centres.....	.43	.41 — .49	44
<i>Inspectors, Male</i>			
Canada.....	.70		
Quebec (Montreal only).....	.72	.64 — .79	50
Ontario.....	.60	.50 — .62	44
Toronto.....	.54	.50 — .58	44
Other Ontario Centres.....	.61	.57 — .62	44
<i>Inspectors, Female</i>			
Canada.....	.54		
Quebec (Montreal only).....	.56	.47 — .64	50
Ontario.....	.46	.41 — .53	44 — 48
Toronto.....	.51	.47 — .53	48
Other Ontario Centres.....	.43	.41 — .45	44
<i>Shippers and Packers, Male</i>			
Canada.....	.64		
Quebec (Montreal only).....	.61	.54 — .64	50
Ontario.....	.68	.56 — .79	44
Toronto.....	.71	.60 — .79	44
Other Ontario Centres.....	.63	.56 — .67	44
<i>Testers, Male</i>			
Canada.....	.56		
Ontario.....	.56	.40 — .60	44 — 50
Toronto.....	.57	.50 — .60	44
Other Ontario Centres.....	.40	—	50
Electrical Apparatus			
<i>Assemblers, Male</i>			
Canada.....	.62		
Quebec (Montreal only).....	.65	.48 — .83	44 — 55
Ontario.....	.62	.50 — .65	44 — 55
Toronto.....	.61	.51 — .65	44 — 50
Other Ontario Centres.....	.63	.50 — .65	44 — 55
Western Provinces†.....	.71	.52 — .85	44
<i>Assemblers, Female</i>			
Canada.....	.48		
Quebec (Montreal only).....	.50	.42 — .50	44 — 55
Ontario.....	.48	.36 — .56	44 — 55
Toronto.....	.50	.40 — .56	44 — 50
Other Ontario Centres.....	.42	.36 — .50	48 — 55
Western Provinces†.....	.47	—	44

† Includes Prairie Provinces and British Columbia.

Table v—(16) ELECTRICAL APPARATUS, RADIOS, ETC.—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Electrical Apparatus—Continued			
<i>Buffers and Polishers</i>			
Canada.....	.59		
Ontario.....	.59	.44 — .66	44
Toronto.....	.60	.44 — .66	44
Other Ontario Centres.....	.57	.50 — .65	48 — 55
<i>Coil Winders, Male</i>			
Canada.....	.73		
Quebec (Montreal only).....	.82	.78 — .88	47
Ontario.....	.71	.58 — .80	48
Toronto.....	.69	.58 — .77	48
Other Ontario Centres.....	.77	.65 — .80	48
<i>Coil Winders, Female</i>			
Canada.....	.54		
Ontario.....	.54	.45 — .67	48
Toronto.....	.54	.45 — .57	48
Other Ontario Centres.....	.51	.47 — .67	48
<i>Inspectors</i>			
Canada.....	.70		
Quebec (Montreal only).....	.79	.73 — .87	55
Ontario.....	.69	.57 — .87	48 — 50
Toronto.....	.69	.57 — .87	50
Other Ontario Centres.....	.64	.57 — .67	48
<i>Labourers</i>			
Canada.....	.58		
Quebec (Montreal only).....	.56	.52 — .65	46 — 52
Ontario.....	.59	.44 — .66	40 — 50
Toronto.....	.60	.54 — .66	40 — 50
Other Ontario Centres.....	.56	.44 — .60	44 — 48
<i>Machine Operators</i>			
Canada.....	.75		
Quebec (Montreal only).....	.68	.61 — .74	44
Ontario.....	.76	.55 — .91	44 — 48
Toronto.....	.78	.57 — .91	44 — 48
Other Ontario Centres.....	.62	.55 — .70	44 — 48
Western Provinces†.....	.73	—	48
<i>Machinists</i>			
Canada.....	.76		
Quebec (Montreal only).....	.80	.72 — .92	48
Ontario.....	.74	.62 — .86	44 — 50
Toronto.....	.74	.62 — .86	44 — 50
Other Ontario Centres.....	.74	.68 — .85	50
Western Provinces†.....	.84	.72 — .87	44 — 49
<i>Packers and Shippers</i>			
Canada.....	.65		
Quebec (Montreal only).....	.65	.58 — .72	55
Ontario.....	.65	.55 — .75	48
Toronto.....	.66	.56 — .75	48
Other Ontario Centres.....	.56	.55 — .64	50 — 55

† Includes Prairie Provinces and British Columbia.

Table V—(16) ELECTRICAL APPARATUS, RADIOS, ETC.—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
Electrical Apparatus—Concluded	\$	\$	
<i>Platers</i>			
Canada.....	.66		
Ontario.....	.66	.51 — .75	44 — 55
Toronto.....	.68	.56 — .75	48 — 50
Other Ontario Centres.....	.57	.51 — .66	44 — 55
<i>Sheet Metal Workers</i>			
Canada.....	.71		
Quebec (Montreal only).....	.72	.62 — .87	48
Ontario.....	.69	.56 — .80	40 — 52
Toronto.....	.71	.60 — .80	40 — 52
Other Ontario Centres.....	.63	.56 — .68	48 — 50
Western Provinces†.....	.85	.67 — 1.09	48
<i>Toolmakers</i>			
Canada.....	.98		
Quebec (Montreal only).....	.93	.71 — 1.13	48
Ontario.....	.99	.75 — 1.19	44 — 55
Toronto.....	1.00	.75 — 1.19	48 — 50
Other Ontario Centres.....	.94	.75 — 1.05	44 — 55
Western Provinces†.....	1.01	.90 — 1.12	44

† Includes Prairie Provinces and British Columbia.

THE HISTORY OF THE UNITED STATES OF AMERICA

The first part of the book is devoted to a general history of the United States from its discovery by Columbus in 1492 to the present time. It covers the early years of settlement, the struggle for independence, the formation of the Constitution, and the development of the nation as a great power. The second part of the book is devoted to a detailed history of the United States from the beginning of the American Revolution in 1776 to the present time. It covers the war of 1812, the Mexican War, the Civil War, and the Reconstruction period. The third part of the book is devoted to a detailed history of the United States from the beginning of the American Revolution in 1776 to the present time. It covers the war of 1812, the Mexican War, the Civil War, and the Reconstruction period.

Table VI—WAGE RATES AND HOURS OF

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICAL WORKERS	
	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week
	\$		\$		\$	
Sydney						
1939.....	.95	44	.70—.80	44	.70	44—48
1940.....	.95	44	.80—.90	44	.70	44
1941.....	.95—1.00	44	.80—.90	44	.70—.80	44
1942.....	.95—1.10	44	.90	44—48	.90	44
1943.....	1.00—1.15	44	.90—.95	44	.90—.95	54
Halifax						
1939.....	1.00	44	.70	44	.85	44
1940.....	1.00	44	.70	44	.95	44
1941.....	1.10	44	.80	44	1.00	44
1942.....	1.10	44	.80	44	1.00	44
1943.....	1.15	44	.85	44	1.05	44
Charlottetown						
1939.....	.70—.75	44—48	.45—.55	44—48	.50—.60	44—48
1940.....	.70—.75	44—48	.45—.55	44—48	.60	44—48
1941.....	.75	44—48	.55	44—48	.60	44—48
1942.....	.75	48	.55	48	.65	48
1943.....	.95	48	.60	48	.75	48
Moncton						
1939.....	.80	44—48	.45—.55	44—48	.50—.60	44—48
1940.....	.80	44—48	.45—.55	44—48	.60	44—48
1941.....	.80—.90	44—48	.50—.70	44—48	.60—.65	44—48
1942.....	.90	44—48	.65—.70	48—54	-	-
1943.....	.95	48	.70—.75	48	-	-
Saint John						
1939.....	.90	44	.50—.60	44—48	.50—.65	44—48
1940.....	.90	44—48	.60	44—48	.65	44—48
1941.....	.90	44—48	.70	44—48	.65	44—48
1942.....	.90	44—48	.60—.70	48	.75	48
1943.....	1.05	48	.75—.80	48	.78	48
Quebec						
1939.....	.75—.80	44—48	.55—.60	44—48	.55—.65	44—48
1940.....	.80	44—48	.60	44—48	.60	44—48
1941.....	.85	44—48	.65	44—48	.65	44—48
1942.....	.90	44—48	.70	44—48	.70	44—48
1943.....	1.00	44—48	.80	44—48	.80	44—48
Montreal						
1939.....	.80—.90	44	.70	44	.75	44
1940.....	.88	44	.77	44	.83	44
1941.....	.92	44	.81	44	.87	44
1942.....	.97	44	.86	44	.92	44
1943.....	1.05	44	.95	44	1.00	44
Ottawa						
1939.....	.90—1.00	44	.85	44	.80	40
1940.....	1.00	44	.85	44	.80	40
1941.....	1.10	44	.90	44	.85	40
1942.....	1.10	44	.90	44	.90	44
1943.....	1.15	44	.95	44	.95	44
Kingston						
1939.....	1.00	44	.80	44	.70—.75	44
1940.....	1.00	44	.85	44	.75—.80	44
1941.....	1.05	44	.90	44	.80	44
1942.....	1.05	44	.90	44	.80—.85	44
1943.....	1.05—1.11	44	.95	44	.85—1.00	44
Belleville						
1939.....	.75—.90	44—54	.50—.70	44—54	.65—.70	44—54
1940.....	.75—.90	44—54	.70	44—48	.65—.70	44—54
1941.....	.90	44—54	.70	44—48	.65—.70	44—54
1942.....	.90	48	.70	48—54	.70—.75	44—54
1943.....	1.02	48	.90—.94	48—54	.75—.80	44—54

LABOUR IN CONSTRUCTION INDUSTRY, 1943

PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week
\$		\$		\$		\$		\$	
.63—.75	44	.80	44	.70—.80	44	.70	44	.35—.40	44—48
.63—.75	44	.80	44	.75	44	.70	44	.35—.40	44—48
.63—.75	44	.80	44	.75—.85	44	.70	44	.35—.40	44—48
.75	44	.90	44	.75—.85	44	-	-	.40	44—48
.79	54	.95	44	.85—.95	44	-	-	.47	44
.60	44	.80	44	.85	44	.70	44	.30—.40	44—48
.65	44	.85	44	.95	44	.70	44	.30—.40	44—48
.73	44	.90	44	.95	44	.75	44	.35—.40	44—48
.73	44	.90	44	.95	44	.70—.80	44	.40—.45	44—48
.80	44	.95	44	1.03	44	.78—.95	44	.50—.55	44
.40—.55	44—48	.75	44—48	.50—.60	44—48	.50—.60	44—48	.30—.35	44—54
.40—.55	44—48	.75	44—48	.50—.60	44—48	.50—.60	44—48	.35	44—54
.55	44—48	.75	44—48	.60	44—48	.60	44—48	.35	44—54
.55	48	.75	44—48	.60	48	.60	44—48	.35—.40	48
.60	48	.75—.80	44—48	.65	48	.65	48	.50—.55	48
.55	44—48	.60—.80	44—48	.60—.65	44—48	.55—.65	44—54	.30—.35	44—54
.55—.60	44—48	.75—.80	44—48	.60—.70	44—48	.50—.65	44—54	.30—.35	44—48
.55—.60	44—48	.75—.90	44—48	.70—.80	44—48	.65	44—48	.35—.40	44—48
.60—.65	48	-	-	.80	48	.65	44—48	.40	48
.60—.65	48	.80	44—48	.85	48	.65	48	.45—.50	48
.50—.55	44—48	.90	44	.60—.70	44—48	.50—.65	44	.30—.40	44—54
.55—.60	44—48	.90	44—48	.65—.70	44—48	.50—.65	44	.30—.40	44—48
.60	44—48	.90	44—48	.80	44—48	.65	44	.35—.40	44—48
.60	44—48	.90	44—48	.80	48	.65	48	.40	48
.60—.76	44	1.05	44—48	.85	44	.65	44—48	.45—.55	48
.50—.55	44—48	.75	44—48	.55—.65	44—48	.55—.65	44—48	.40	44—48
.55	44—48	.80	44—48	.60—.65	44—48	.60—.65	44—48	.40	44—48
.60	44—48	.85	44—48	.65	44—48	.65	44—48	.45	44—48
.65	44—48	.90	44—48	.70	44—48	.70	44—48	.50	44—48
.75	44—48	1.00	44—48	.80	44—48	.80	44—48	.60	22—48
.66	44	.80	44	.75	40—44	.65—.75	44	.40	44—48
.70	44	.88	44	.85	44	.75	44	.44	44—50
.74	44	.90	44	.90	44	.82	44	.46	44—50
.79	44	.95	44	1.00	44	.87	44	.51	44—50
.85	44	1.05	44	1.00	44	.95	44	.60	44—50
.70	44	.85	44	.95	40	.85	40—44	.40—.50	40—50
.70	44	.85	44	.95	40	.85	40—44	.40—.50	40—50
.75	44	1.00	44	1.05	40	.95	44	.40—.50	40—50
.75	44	1.00	44	1.05	44	.95	44	.50	44
.85	44	1.05	44	1.06—1.10	44	1.00	44	.55	44
.70	44	1.00	44	.70—.80	44	.60—.75	44	.35—.40	44
.75	44	1.00	44	.80	44	.70—.80	44	.35—.40	44
.80	44	1.05	44	.90	44	.75—.80	44	.40	44
.80	44	1.05	44	.90	44	.80—.90	44	.45	44—60
.85	44	1.10	44	.96	44	.90	44	.50—.55	44
.40—.60	48—54	.75—.80	44—54	.60—.75	44—48	.55—.70	44—48	.30—.40	48—54
.45—.60	48—54	.75—.80	44—48	.60—.75	44—48	.60—.70	44—48	.30—.40	48—54
.50—.60	44—54	.80—.85	44—48	.60—.75	44—48	.60—.70	44—48	.35—.40	44—54
.50—.60	48	-	-	.60—.75	48	.60—.70	48	.40—.45	48—54
.65	48	1.05	44—48	.72—.75	48	.62—.75	44—48	.50—.52	44—48

Table VI—WAGE RATES AND HOURS OF

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICAL WORKERS	
	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week
	\$		\$		\$	
Peterborough						
1939.....	.80—90	44	.60—70	44—50	.50—65	44—48
1940.....	.80—90	44	.60—70	44—48	.50—70	44—48
1941.....	.85—90	44	.70—80	44—48	.50—70	44—48
1942.....	.90—1.10	48	.75—85	47	.50—80	48
1943.....	1.18	47	.75—85	47	.61—85	48
Toronto						
1939.....	1.00	40	.90	40	1.00	40
1940.....	1.05	40	.95	40	1.10	40
1941.....	1.13	40	1.00	40	1.10	40
1942.....	1.14	40—44	1.03	40—44	1.15	48
1943.....	1.18	40	1.05	40	1.15—1.17	40—48
St. Catharines						
1939.....	.90	44	.70	44	.65—70	44
1940.....	.90	44	.80	44	.65—70	44
1941.....	1.00	44	.90	44	.65—70	44
1942.....	1.00—1.05	44—54	.93	44—60	.75—80	50
1943.....	1.09	54	.93—95	55	.82	50
Hamilton						
1939.....	.90	40	.75	40	.75	44
1940.....	1.00	40	.80	40	.80	44
1941.....	1.05	40	.90	40	.90	44
1942.....	1.05	44	.93	44—54	.94	44
1943.....	1.10	44	.95—1.01	44—54	.95	44
Brantford						
1939.....	.90	44	.70	44	.60—70	44
1940.....	.90	44	.70	44	.60—70	44
1941.....	1.00	44	.80	44	.65—75	44
1942.....	1.00	44	.84	44	.79	44
1943.....	1.05—1.09	44	.90—94	44	.80—85	44
Guelph						
1939.....	.80	44	.60—70	44	.50—70	44
1940.....	.80—90	44	.60—70	44	.60—70	44
1941.....	.80—90	44	.60—70	44	.70	44
1942.....	.90	44	.65—70	44	.70	44
1943.....	1.06—1.10	44	.80—89	44	.70	44
Kitchener						
1939.....	.80—90	44	.60—70	44—50	.60—70	50
1940.....	.80—90	44	.60—70	44—50	.60—70	50
1941.....	.85—90	44	.60—70	44—50	.60—70	50
1942.....	.90	44—50	.70	44—50	.70	50
1943.....	1.05	44—50	.80—85	44—50	.76	50
London						
1939.....	1.00	44	.60—75	44	.80	44
1940.....	1.00	44	.70—75	44	.85	44
1941.....	1.05	44	.85	44	1.00	44
1942.....	1.05	44	.90	44	1.00	44
1943.....	1.11	44	.90	44	1.05	44
St. Thomas						
1939.....	.90—1.00	44	.60—70	44—48	.70	44
1940.....	.90—1.00	44	.60—70	44	.70	44
1941.....	1.05	44	.60—70	44	.70	44
1942.....	1.05	44	.75	60	—	—
1943.....	1.20	44	.75—80	44—60	.86	54
Windsor						
1939.....	1.15	40	.95	40	1.15	40
1940.....	1.15	40	.95	40	1.15	40
1941.....	1.15	40	1.05	40	1.15—1.20	40
1942.....	1.20	40—48	1.10	40—48	1.20	44
1943.....	1.26	40	1.13	40	1.20—1.30	44

LABOUR IN CONSTRUCTION INDUSTRY—Continued

PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week
\$		\$		\$		\$		\$	
.40—.50	44—48	.75—.80	44—48	.65—.75	44	.50—.70	44—48	.35—.40	44—50
.45—.60	44—48	.75—.80	44—48	.65—.75	44	.50—.70	44—48	.35—.40	44—48
.45—.60	44—48	.75—.80	44—48	.65—.75	44	.55—.75	44—48	.35—.45	44—48
.50—.65	44	.80—.85	44—48	.70—.80	44—48	.63—.85	44—48	.40—.50	47
.52—.67	40	1.10	44—48	.77—.85	44—48	.75—.90	47—48	.55	47
.75	40	.90	40	1.00	40	.93	40	.35—.50	40—50
.80	40	1.00	40	1.00	40	1.00	40	.40—.50	40—50
.85	40	1.10	40	1.10	40	1.08	40	.40—.50	40—50
.85	40	1.10	40—44	1.15	40	1.08	40	.62	40—60
.96	40	1.10—1.16	40	1.16	40	1.14	40	.62	50
.65	44	.90	44	.75	44	.75	44	.35—.40	44
.65	44	.80—.90	44	.75	44	.75	44	.35—.40	44
.70	44	.80—.90	44	.90	44	.90	44	.35—.45	44
.75	44	1.00	44	.90	44	.90	44	.40—.50	44—54
.76	44	1.05	44	1.00	44	1.01	44	.54—.61	54
.65	44	.90	40	.85	40	.75	40—44	.35—.45	40—54
.70	44	.90	40	.85	40	.75	40—44	.35—.45	40—54
.75	44	1.00	40	.95	40	.90	40—44	.35—.45	40—54
.80	44	1.03	40	.95	40—44	.90	44	.50	44—54
.86	44	1.03	40	1.06	40—44	1.01	44	.60—.65	44—54
.50—.65	44	.90	44	.75	44	.60—.70	44	.35—.40	44—48
.50—.65	44	.80—.90	44	.75	44	.60—.70	44	.35—.40	44—48
.50—.65	44	.80—.90	44	.75	44	.60—.70	44	.35—.45	44—48
.69	44	1.00	44	.89	44	.74	44	.40—.50	44
.70	44	1.04	44	.89	44	.74—.81	44—49	.55—.60	44
.45—.60	44	.80	44	.75	44	.65—.70	44	.35—.40	44—48
.45—.60	44	.80	44	.75	44	.65—.70	44	.35—.40	44—48
.45—.60	44	.80	44	.75	44	.65—.90	44	.35—.40	44—48
.50—.60	44	.85	44	.80	44	-	-	.45	44—48
.55—.65	44	1.05	44	.80	44	-	-	.55	44—60
.50	44	.80	44	.60—.75	44	.60—.70	44	.40	44—50
.50	44	.80	44	.65—.75	44	.60—.70	44	.40	44—50
.50	44	.80—.85	44	.80	44	.44	44	.44	44—50
.60	44	.80—.85	44	.83	44	.70—.85	44	.50	44—50
.65	44	1.05	44—50	.95	44	.70—.95	44	.55—.60	44—50
.55—.60	44	1.00	44	.80	40	.60—.70	44	.35—.50	44—50
.60	44	1.00	44	.80	40	.60—.70	44	.35—.50	44—50
.60	44	1.00	44	.90	40	.70	44	.35—.50	44—50
.60—.65	44	1.05	44	.93	40	.70	44	.40—.50	44—60
.70—.75	44	1.10	44	.93—.96	40	.70	44	.50—.61	44—60
.60	44	.75—.80	44—48	.80	44	.63—.70	44—48	.35—.50	44—60
.60	44	.75—.80	44—48	.80	44	.63—.70	44—48	.35—.50	44—60
.60	44	.75—.80	44—48	.80	44	.63—.70	44—48	.40—.50	44—60
-	-	-	-	.80	44	-	-	.45—.50	48—60
.75	44	1.10	44—48	.82—.85	44	-	-	.59	48—60
.60—.65	44	.90	40	1.00	40	.70—.85	40—44	.55	40—48
.65	44	.90	40—44	1.00	40	.75—.85	40—44	.55	40—48
.75	44	.90	40—44	1.15	40	.85	40—44	.55	40—48
.75—.80	44	.90	44	1.15	40	-	-	.55—.65	44—60
.83—.85	44	1.06	44	1.21	40	1.00—1.06	44	.66—.70	44—60

Table VI—WAGE RATES AND HOURS OF

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICAL WORKERS	
	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week
Port Arthur	\$		\$		\$	
1939.....	1.00	44	.55—.70	44—54	.65—.75	44—48
1940.....	1.00	44	.60—.70	44—54	.65—.85	44—48
1941.....	1.00—1.15	44	.70—.80	44—54	.65—.85	44—48
1942.....	1.15	44—48	.70—.80	44—54	.65—.85	48
1943.....	1.20	44	.78—.85	44—54	.82—.92	48
Fort William						
1939.....	1.00	44	.55—.70	44—54	.65—.75	44
1940.....	1.00	44	.55—.70	44—54	.65—.85	44
1941.....	1.00—1.15	44	.70—.80	44—54	.65—.85	44—48
1942.....	1.15	44	.70—.80	49	.70—.85	48
1943.....	1.20	44	.85—.90	44—54	.82—.95	44
Winnipeg						
1939.....	1.10	44	.85	44	.85	44
1940.....	1.10	44	.85	44	.85	44
1941.....	1.15	44	.95	44	.95	44
1942.....	1.20	44	1.00	44	.95	44
1943.....	1.20	44	1.00	44	1.00—1.05	44
Brandon						
1939.....	.90	44	.70	44	.75	44
1940.....	.90	44	.70	44	.75	44
1941.....	1.00	44	.80	44	.80	44
1942.....	1.05	44	.85	44	.80	54
1943.....	1.05	40	.85	44—48	.85	48
Regina						
1939.....	1.10	44	.75	44	.90	44
1940.....	1.10	44	.75	44	.90	44
1941.....	1.20	44	.90	44	1.00	44
1942.....	1.20	44	.95	44	1.00	44
1943.....	1.25	44	.95	44	.95—1.05	44
Saskatoon						
1939.....	1.00	44	.50—.75	44—50	.70—.80	44
1940.....	1.00	44	.50—.75	44	.70—.80	44
1941.....	1.00	44	.55—.75	44	.70—.80	44
1942.....	1.00	44—48	.75	44	.80	44
1943.....	1.05	44	.80	44	.85	44—48
Calgary						
1939.....	1.10	44	.80	40—44	.90	40
1940.....	1.20	44	.90	44	.90	44
1941.....	1.20	44	.95	44	1.00	44
1942.....	1.25	44	.98	44	1.00	44
1943.....	1.30	44	1.00	44	1.05	44
Edmonton						
1939.....	1.10	44	.90	44	.85	44
1940.....	1.10	44	.90	44	.85	44
1941.....	1.10	44	.95	44	.85	44
1942.....	1.25	44—54	1.00	44	.80—1.00	44
1943.....	1.30	44	1.03	44	1.05	44
Vancouver						
1939.....	1.10	40	.75—.90	40—44	.75—1.00	40—44
1940.....	1.10	40	.75—.90	40—44	.85—1.00	40—44
1941.....	1.23	40	.75—.98	40—44	.85—1.10	40—44
1942.....	1.23	40—44	.99	40—44	1.05—1.13	40—44
1943.....	1.34	40	1.12	40—44	1.10—1.24	40—44
Victoria						
1939.....	1.00	40	.75—.80	40—44	.60—.75	40—44
1940.....	1.13	40	.75—.90	40—44	.75	40—44
1941.....	1.13	40	.75—.93	40—44	1.00	40—44
1942.....	1.13	40	.95	40—44	1.00	44
1943.....	1.20	40—48	1.00—1.10	40—44	1.05	40—44
Prince Rupert						
1939.....	1.00—1.25	44	.85—.90	44	1.00	44
1940.....	1.10—1.25	44	.90	44	1.00	44
1941.....	1.23—1.25	44	.90	44	1.00	44
1942.....	1.25	44	1.00	44	1.00	44
1943.....	1.28	44	1.05	44	1.05	44

LABOUR IN CONSTRUCTION INDUSTRY—Concluded

PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week	Wage Rate Per Hour	Standard Hours Per Week
\$		\$		\$		\$		\$	
.50—.60	44—54	.80—1.00	44	.90	44	.65—.75	44	.35—.45	44—60
.50—.60	44—54	.80—1.00	44	.90	44	.65—.75	44	.35—.45	44—60
.50—.60	44—54	.80—1.00	44	.90	44	.75—.80	44	.40—.45	44—60
.65—.70	48—54	1.00	48	.90	45	.75—.80	44	.50	48
.77	48—54	.00—1.10	48	.90—1.00	44	.90—.95	44	.55—.58	44—60
.50—.60	44—54	.80—1.00	44	.90	40—44	.65—.80	44	.35—.45	44—60
.50—.60	44—54	.80—1.00	44	.90	44	.65—.80	44	.35—.45	44—60
.50—.60	44—54	.80—1.00	44	.90	44	.75—.80	44	.40—.45	44—60
.50—.60	44—54	1.00	44	.90	48	.80	48—54	.40—.50	44—60
.55—.70	48	1.00—1.10	44	1.00	44—48	.89	44	.51—.61	44—60
.70	44	1.10	44	.95	44	.70	44	.40—.45	44—48
.70	44	1.10	44	.95	44	.70	44	.43—.50	44—48
.75	44	1.15	44	1.05	44	.75	44	.45—.50	44—48
.80	44	1.20	44	1.10	44	.80	44	.45—.50	44—48
.85	44	1.20	44	1.10	44	.80	44	.50—.55	44—48
.65	44	.90	44	.80	44	.65	44	.33—.38	44—48
.65	44	.90	44	.80	44	.65	44	.35—.40	44—48
.70	44	1.00	44	.95	44	.70	44	.40—.45	44—48
.75	50—54	1.05	44	1.00	49	.75	54	.40—.45	44—48
.75	54	1.05	44	1.00	49	.75	54	.45	44—48
.65—.70	44	1.00	44	.90	44	.75	44	44	44—50
.65—.70	44	1.00	44	1.00	44	.75	44	.40	44—50
.70	44	1.00	44	1.00	44	.75	44	.45	44—50
.70	44	1.00—1.10	44	1.00	44	.75—.85	44	.40—.50	44—48
.70—.75	44	1.10—1.15	44	1.05	44	.80—.90	44	.50—.55	44
.50—.70	44—50	.75—1.00	44	1.00	40	.75—.90	44	.30—.40	44—60
.55—.70	44—50	.75—1.00	44	1.00	40	.75—.90	44	.30—.40	44—60
.55—.70	44—48	.75—1.00	44	1.00	40—44	.75—.90	44	.30—.45	44—60
.55—.70	44—48	1.00	44—48	1.00—1.05	40—44	-	-	.40	44—60
.65—.75	44—50	1.05	47	1.05	40—44	-	-	.50—.55	44—60
.75—.80	44	.90	44	.95	40	.80	40—44	.40—.50	40—48
.75—.80	44	1.10	44	.95	40	.80	40—44	.40—.50	40—48
.80	44	1.10	44	1.05	40	.90	40—44	.40—.50	40—48
.80—.85	44	1.10	44	1.05	40—44	.90	44	.45—.50	44—54
.85—.95	44	1.10	44	1.10	40—44	.92—1.00	44	.52—.64	44—54
.80	44	1.05	44	1.05	44	.90	44	.40—.50	44—48
.80	44	1.05	44	1.05	44	.90	44	.45—.50	44—48
.80	44	1.05	44	1.10	44	1.00	44	.45—.50	44—48
.85	44	1.05	44	1.10	44	1.00	44	.50—.55	44
.85—.90	44	1.20	44	1.15	44	1.05	44	.60	44—54
.63—.80	40—44	1.00	40	1.00	40—44	1.00	40—44	.45—.50	40—48
.63—.80	40—44	1.00	40	1.00	40—44	1.00	40—44	.45—.50	40—48
.75—.80	40—44	1.00	40	1.13	40—44	1.08	40—44	.45—.55	40—48
.90	40—44	1.00	40	1.13	40—44	1.13	40—44	.59	40—44
.97	40—44	1.07	40	1.20	40—44	1.19	40—44	.60—.75	40—44
.65	44	.90	40—44	.90	40	.75	44	.45—.50	40—44
.65	44	.90	40—44	.90	40	.80—.90	44	.45—.50	40—44
.75	44	1.00	40—44	1.00	40	.90—1.00	44	.45—.50	40—44
.75	44	1.00	40	1.00	44	1.00	44	.59	44
.95	44	1.05	40—44	1.18	44	1.05	44	.65—.67	40—44
.80	44	1.00	44	.90—1.00	44	.75—1.00	44	.45—.50	44—48
.80	44	1.00—1.25	44	1.00	44	1.00	44	.45—.50	44—48
.80	44	1.00—1.25	44	1.00	44	1.00	44	.45—.50	44—48
.90	44	1.13—1.25	44	1.00—1.13	40—48	1.13	44	.60	44—48
.96	40	1.35	44	1.18	48	1.15	44	.65—.67	44—48

Table VII—WAGE RATES AND HOURS OF LABOUR IN TRANSPORTATION AND STORAGE, 1943

(1) WATER TRANSPORTATION (INLAND AND COASTAL)

NOTE.—Rates include board and lodging and vary to a great extent according to size or type of vessel. Hours on duty for officers, seamen, deckhands, etc., generally average twelve per day (watches—six hours on, six hours off) seven days per week except when in port; for engineers, firemen, oilers, etc., hours generally average eight per day, but twelve in some cases; for stewards, cooks, etc., hours vary according to requirements. All classes may be required for extra duty at any time, especially in the Great Lakes and Upper St. Lawrence service when passing through canals. On most of the British Columbia coastal passenger vessels hours for all classes average eight per day, 6 days per week, with extra pay for overtime. Some of the tug-boat employees in all areas are on the eight-hour day.

Freight and Passenger

Occupation and Locality	Average Wage Rate Per Month	Range of Rates Per Month
	\$	\$
<i>Boatswains</i>		
Canada— (Atlantic Coast and Lower St. Lawrence)	85.67	64.12-96.73
<i>Chefs or Chief Cooks</i>		
Canada	136.74	
Atlantic Coast and Lower St. Lawrence	128.26	100.00-139.93
Great Lakes & Upper St. Lawrence	141.63	124.12-169.93
Pacific Coast	129.72	106.93-134.93
<i>Chief Stewards</i>		
Canada	150.74	
Atlantic Coast and Lower St. Lawrence	127.94	90.00-139.93
Pacific Coast	155.13	129.85-189.93
<i>Cooks</i>		
Canada	88.97	
Atlantic Coast and Lower St. Lawrence	91.08	72.60-103.93
Great Lakes and Upper St. Lawrence	92.05	77.85-117.12
Pacific Coast	82.40	69.43-106.93
<i>Engineers, 2nd</i>		
Canada	176.58	
Atlantic Coast and Lower St. Lawrence	155.64	139.93-179.93
Great Lakes and Upper St. Lawrence	185.65	144.12-200.60
Pacific Coast	175.83	152.42-194.93
<i>Engineers, 3rd</i>		
Canada	152.15	
Atlantic Coast and Lower St. Lawrence	132.62	115.00-159.93
Great Lakes and Upper St. Lawrence	152.75	137.12-172.12
Pacific Coast	163.19	149.93-174.93
<i>Firemen</i>		
Canada	93.89	
Atlantic Coast and Lower St. Lawrence	89.51	64.13-105.28
Great Lakes and Upper St. Lawrence	98.04	78.32-105.51
Pacific Coast	85.86	78.43-104.85
<i>Officers or Mates, 1st</i>		
Canada	187.45	
Atlantic Coast and Lower St. Lawrence	187.77	182.78-202.78
Great Lakes and Upper St. Lawrence	187.74	172.50-204.12
Pacific Coast	186.38	164.93-199.93
<i>Officers or Mates, 2nd</i>		
Canada	153.26	
Atlantic Coast and Lower St. Lawrence	149.70	123.43-159.93
Great Lakes and Upper St. Lawrence	152.22	137.12-172.12
Pacific Coast	163.48	144.93-174.93

Table VII—(1) WATER TRANSPORTATION (INLAND AND COASTAL)—Continued

Freight and Passenger—Concluded

Occupation and Locality	Average Wage Rate Per Month	Range of Rates Per Month
	\$	\$
<i>Oilers</i>		
Canada.....	102.06	
Atlantic Coast and Lower St. Lawrence.....	95.34	84.93-112.78
Great Lakes and Upper St. Lawrence.....	105.09	78.32-124.11
Pacific Coast.....	99.92	80.58-105.60
<i>Porters</i>		
Canada.....	65.56	
Great Lakes and Upper St. Lawrence.....	67.84	42.12-83.22
Pacific Coast.....	60.74	59.93-62.35
<i>Pursers</i>		
Canada.....	142.15	
Atlantic Coast and Lower St. Lawrence.....	120.80	99.93-144.93
Pacific Coast.....	147.38	99.93-169.93
<i>Quartermasters</i>		
Canada.....	94.85	
Atlantic Coast and Lower St. Lawrence.....	81.82	74.93-90.00
Pacific Coast.....	96.20	94.93-99.85
<i>Seamen and Deckhands</i>		
Canada.....	81.82	
Atlantic Coast and Lower St. Lawrence.....	77.74	54.12-89.93
Great Lakes and Upper St. Lawrence.....	80.79	78.32-99.11
Pacific Coast.....	88.83	61.63-109.93
<i>Stewards</i>		
Canada.....	96.59	
Atlantic Coast and Lower St. Lawrence.....	82.84	64.93-104.30
Pacific Coast.....	117.55	94.93-139.93
<i>Watchmen</i>		
Canada— (Great Lakes and Upper St. Lawrence).....	87.04	67.63-90.72
<i>Wheelmen</i>		
Canada— (Great Lakes and Upper St. Lawrence).....	103.63	98.22-109.75

Tugboats

<i>Cooks</i>		
Canada.....	98.46	
Atlantic Coast and Lower St. Lawrence.....	94.65	74.12-109.12
Pacific Coast.....	99.38	81.74-119.24
<i>Deckhands</i>		
Canada.....	88.91	
Atlantic Coast and Lower St. Lawrence.....	89.32	63.68-119.93
Great Lakes and Upper St. Lawrence.....	76.41	70.62-79.12
Pacific Coast.....	91.27	81.12-111.76
<i>Engineers, 2nd</i>		
Canada.....	151.64	
Atlantic Coast and Lower St. Lawrence.....	143.65	119.12-160.50
Great Lakes and Upper St. Lawrence.....	178.00	149.12-204.12
Pacific Coast.....	148.78	126.50-169.28

Table VII—(1) WATER TRANSPORTATION (INLAND AND COASTAL)—Concluded

Tugboats—Concluded

Occupation and Locality	Average Wage Rate Per Month	Range of Rates Per Month
	\$	\$
<i>Firemen</i>		
Canada.....	96.25	
Atlantic Coast and Lower St. Lawrence.....	97.68	95.50-119.93
Great Lakes and Upper St. Lawrence.....	94.84	91.12-96.62
Pacific Coast.....	95.38	81.74-104.37
<i>Mates</i>		
Canada.....	164.50	
Atlantic Coast and Lower St. Lawrence.....	156.64	115.00-209.93
Pacific Coast.....	172.36	159.28-189.28

Oil Tankers

Canada (Great Lakes and Upper St. Lawrence)		
<i>Chief Cooks</i>	136.39	119.93-147.04
<i>Cooks, 2nd or Assistant</i>	92.54	69.93-99.93
<i>Engineers, 2nd</i>	184.70	169.93-204.93
<i>Engineers, 3rd</i>	166.39	139.93-189.93
<i>Firemen</i>	98.21	84.93-112.43
<i>Officers or Mates, 1st</i>	189.40	169.93-204.93
<i>Officers or Mates, 2nd</i>	158.93	134.93-179.93
<i>Oilers</i>	100.60	80.90-117.43
<i>Seamen and Deckhands</i>	80.27	64.93-104.93
<i>Watchmen</i>	95.50	93.58-97.43

Table VII—(2) STEVEDORING

Ocean Navigation

Occupation and Locality	Rate per Hour (a)
Longshoremen (General Cargo)	
Halifax.....	\$.95
Saint John.....	.98
Quebec.....	.86
Montreal.....	.95
Vancouver and {ship.....	1.10
Victoria {dock.....	1.06
Port Alberni.....	1.00
Prince Rupert.....	.99

Inland Navigation

(Upper St. Lawrence River and Great Lakes)

	Rate per Hour
Longshoremen, Stevedores and Freight Handlers.....	\$.65 (b)

(a) Higher rates for handling certain commodities and for overtime work.

(b) This is the predominant rate in the following ports: Quebec, Three Rivers and Montreal; Toronto, Hamilton and Windsor; Point Edward and Sarnia; Fort William and Port Arthur. Higher rates for overtime work.

Table VII—(3) STEAM RAILWAYS

NOTE.—Differentials above the basic rates shown in this table exist on certain lines or divisions. Nearly all classes are on the basic 8-hour day with time and one-half for overtime.

Occupation	1929-1943 (a) (b) (c)			1943-1944 (b) (c)		
	Per Mile or Per Hour	Per Day	Per Month	Per Mile or Per Hour	Per Day	Per Month
<i>Conductors</i>	<i>Per Mile Cents</i>	\$	\$	<i>Per Mile Cents</i>	\$	\$
Passenger.....	4-72	7-08	212-40—219-65	5-48	8-33	244-81—252-06
Freight, Through.....	6-25			7-34		
<i>Brakemen</i>						
Passenger.....	3-18	4-77	143-10	3-94	6-02	175-31
Freight, Through.....	4-91			6-00		
<i>Baggagemen, Train</i>	3-29	4-94	148-20—153-32	4-05	6-19	180-61—185-73
<i>Yardmen</i>						
Foremen.....		6-74			7-99	
Helpers.....		6-25			7-50	
Switch Tenders.....		4-79			6-04	
<i>Locomotive Engineers</i>						
Passenger.....	6-16—7-16			7-13—8-13		
Freight, Through.....	6-84—8-76	6-72—8-04		7-90—9-82	7-92—9-24	
Yard.....						
<i>Locomotive Firemen</i>						
Passenger.....	4-56—5-76			5-53—6-73		
Freight, Through.....	5-00—6-51	5-28—6-64		6-06—7-57	6-48—7-84	
Yard.....		5-50—6-00			6-70—7-20	
Hostlers.....		4-90			6-10	
Hostlers, Helpers.....						
<i>Telegraph Service</i>						
Train Dispatchers.....			225-00—252-00			257-41—284-41
Telegraph Operators.....			122-00—134-00			154-41—166-41
Agents.....			129-00—146-00			161-41—178-41
Relief Agents.....			139-00—148-00			171-41—180-41
Assistant Agents.....			70-00—75-00			102-41—107-41
Linemen.....			140-00—148-00			172-41—180-41

Table VII—(4) GRAIN ELEVATORS

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
<i>Electricians</i>			
Canada .....	.91		
Maritimes, Quebec, Ontario.....	.92	.79 — 1.15	44 — 60
Prairie Provinces .....	.92	.89 — 1.03	44 — 48
British Columbia.....	.86	.77 — 1.01	44 — 48
<i>Labourers</i>			
Canada .....	.63		
Maritimes, Quebec, Ontario.....	.63	.47 — .69	44 — 60
Prairie Provinces .....	.60	.60 — .65	44 — 54
British Columbia.....	.63	.60 — .65	44
<i>Oilers</i>			
Canada .....	.63		
Maritimes, Quebec, Ontario.....	.63	.50 — .73	45 — 60
Prairie Provinces .....	.63	.60 — .65	44 — 54
British Columbia.....	.71	.65 — .77	44
<i>Millwrights</i>			
Canada .....	.82		
Maritimes, Quebec, Ontario.....	.79	.63 — .95	44 — 60
Prairie Provinces .....	.93	.87 — .98	44 — 48
British Columbia.....	.93	.82 — 1.02	44 — 48
<i>Weighmen</i>			
Canada .....	.71		
Maritimes, Quebec, Ontario.....	.63	.53 — .76	44 — 60
Prairie Provinces.....	.75	.60 — .89	44 — 48
British Columbia.....	.90	.74 — 1.02	44 — 48

Table VII—(5) ELECTRIC STREET RAILWAYS

Locality	CONDUCTORS AND MOTORMEN			LINEMENT†		SHOP AND BARN MEN‡		ELECTRICIANS(*)		TRACKMEN AND LABOURERS		
	Maximum Rate Per Hour*		Standard Hours Per Week	Average Rate Per Hour	Standard Hour Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour
	One Man Car	Two Man Car										
Nova Scotia												
Halifax												
1939	.65	—	53	.55 — .77	44	.53 — .77	44—52	.62 — .82	44	.40 — .55	44	
1940	.65	—	51	.55 — .77	44	.55 — .77	44—52	.63 — .82	44	.40 — .55	44	
1941	.71	—	51	.61 — .83	44	.61 — .83	44—52	.69 — .88	44	.46 — .61	44	
1942	.74½	—	48	.76 — .77	44	.65 — .86	44	.72 — .91	44	.49 — .64	44	
1943	.80	—	48	.78 — .90	44	.66 — .95	44	.79 — .95	48	.56 — .71	44	
Sydney												
1939	.50 (a)	—	60—70	.47	—	.50 — .59	54—91	.54	54	.40 — .46	54	
1940	.55 (a)	—	60—70	.52	—	.55 — .65	54—91	.60	54	.35 — .50	54	
1941	.55 (a)	—	60—70	.52	—	.55 — .65	54—91	.60	54	.35 — .50	54	
1942	.65 (a)	—	70	.55 — .61	—	.65 — .72½	54—91	.69	54	.45 — .53	54	
1943	.66 (a)	—	70	.62	54	.52 — .76	54—91	.72	54	.44 — .54	54	
New Brunswick												
Saint John												
1939	.43	—	62	.42 — .51	54	.30 — .50	48—65	.54	48	.30	54—63	
1940	.43	—	62	.42 — .51	54	.30 — .50	48—65	.54	48	.30	54—63	
1941	.50	—	62	.48 — .57	54	.38 — .58	48—65	.61	48	.35 — .38	54—63	
1942	.60½	—	55½	.51½ — .61½	54	.48½ — .70½	48—63	.71	48	.48½	54—63	
1943	.62	—	62	.86	48	.52 — .75	48—63	.75½ — .85	62	.52	54	
Quebec												
Quebec												
1939	.55	—	60	.48 — .49	54	.36 — .61	40—54	.50 — .61	40	.30 — .38	54	
1940	.55	—	60	.48 — .55	50—54	.40 — .61	48—54	.50 — .61	50	.30 — .38	54	
1941	.58	—	60	.50 — .57	44—54	.42 — .61	44—52	.50 — .61	44	.30 — .40	54—70	
1942	.62	—	57	.52 — .62	52	.44 — .65	44	.60 — .65	48	.39 — .44	54—70	
1943	.65	—	57	.56 — .65	48—56	.50 — .73	44—56	.63½ — .71	44—57	.44 — .50	44—56	

* Maximum rates based on length of service.

† Including troublemen and, in some cases, groundmen; in some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.

‡ Including shedmen, pitmen, cleaners, blacksmiths, carpenters, painters, etc.

(*) Including armature winders, wiremen, etc.

(a) Rate applies also to bus drivers.

(b) Rate per month.

Table VII—(5) ELECTRIC STREET RAILWAYS—Continued

Locality	CONDUCTORS AND MOTORMEN			LINEMENT		SHOP AND BARN MEN†		ELECTRICIANS(*)		TRACKMEN AND LABOURERS	
	Maximum Rate Per Hour*		Standard Hours Per Week	Average Rate Per Hour	Standard Hour Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week
	\$	One Man Car									
Quebec—Concluded											
Levis											
1939.....	.28	—	58	.35—48	45	.25—46	50	.50	50	.25—30	45
1940.....	.30	—	58	.40—49	45	.30—50	50	.55	50	.25—30	45
1941.....	.32	—	58	.43—53	45	.32—55	45	.58	45	.29—34	45
1942.....	.33	—	58	.46—56	50	.31—61	50	—	—	.31—33	50
1943.....	.41	—	58	.64	54	.34—69	50	—	—	.44—47	50
Montreal											
1939.....	.60 (a)	.55	54	.53—57	48	.38—62	40	.55—65	40	.35	48
1940.....	.65 (a)	.60	54	.58—62	48	.39—68	40—45	.62—71	45	.35—40	48
1941.....	.65 (a)	.60	54	.58—62	48	.39—68	42—50	.62—71	50	.35—40	54
1942.....	.65 (a)	.60	54	.62—66½	48	.43—72½	45—50	.66½—75½	50	.39—40	54
1943.....	.69 (a)	.64	54	.68	48	.43—76	48—55	.68—76	48—50	.45—61	50—62½
Hull											
1939.....	.44	—	54	.43	48	.37—49	48	.40—47	48	.37	48
1940.....	.44	—	54	.43	48	.37—49	48	.40—47	48	.37	48
1941.....	.49	—	54	.46	48	.40—51	48	.44—50	48—54	.40	48
1942.....	.58	—	54	.55	48	.45½—60	48	.53—59	50	.39—49	48
1943.....	.63	—	45—70	.59	48	.48—65	48	.67	48	.45—53	48
Ontario											
Ottawa											
1939.....	.54 (a)	—	50	.51—53	48	.37—59	48	.45—61	48	.39—45	48
1940.....	.54 (a)	—	50	.51—53	48	.40—59	48	.45—56	48	.40—45	48
1941.....	.58 (a)	—	50	.55—57	48	.44—63	48	.53—60	48	.44—49	48
1942.....	.63 (a)	—	49½	.60—62	48	.49—66	48	.55—65	48	.49—53	48
1943.....	.68 (a)	—	49½	.65—67	48	.50—75	48	.60—70	48	.52½—58½	48
Cornwall											
1939.....	.46	—	54	.52	50	.38—54	50	.48—51	55—60	.35	50
1940.....	.48	—	54	.55	50	.41—55	50	.50—55	55—60	.35	50
1941.....	.51	—	54	.58	50	.44—57	50	.53—58	55—60	.36—38	50
1942.....	.58	—	54	.64—62½	50	.44½—62½	50	.64½	50½	.34—51	50
1943.....	.62	—	54	.69—69	49—50	.49—69	54	.69	54	.49	54
Toronto											
1939.....	.65 (a)	.60	44	.72—78	44	.54—81	44—48	.60—79	44—48	.45—50	48
1940.....	.68 (a)	.65	44	.75—81	44	.57—84	44—48	.63—82	44—48	.48—53	48
1941.....	.70 (a)	.65	44—48	.77—83	44	.59—86	44—48	.65—84	44—48	.50—55	48
1942.....	.74 (a)	.69	44—48	.86—92	44	.62—89	44—48	.69—92	44—49	.52½—59	48—60
1943.....	.77½ (a)	.72½	44—48	.87—93	44	.60—1.00	44—48	.80—88	44—48	.57½—65	44—48

Table VII—(5) ELECTRIC STREET RAILWAYS—Concluded

Locality	CONDUCTORS AND MOTORMEN		LINEMENT†		SHOP AND BARN MEN†		ELECTRICIANS(*)		TRACKMEN AND LABOURERS	
	Maximum Rate Per Hour*		Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week	Average Rate Per Hour	Standard Hours Per Week
	One Man Car	Two Man Car								
Alberta										
Calgary										
1939.....	.70	.65	.67	44	.54	40—44	.80	40	.54	40—44
1940.....	.70	—	.67	44	.54	40—44	.80	40	.54	40—44
1941.....	.70	—	.67	44	.54	40—44	.80	40	.54	40—44
1942.....	.70	—	.67	44	.54	40—44	.80	40	.54	40—44
1943.....	.70	—	1.01	40—44	.54	40—44	1.01—1.07	40	.54	40—44
Edmonton										
1939.....	.68½	—	.86½	44	.53	44	.86½	44	.50	44
1940.....	.69½	—	.88	44	.54	44	.88	44	.50	44
1941.....	.71	—	.90	44	.54	44	.90	44	.50	44
1942.....	.74	—	.93	44	.57	44	.93	44	.53	44
1943.....	.76	—	1.01	44—48	.56	44—48	.97—1.02	44	.58	44
British Columbia										
Nelson										
1939.....	—	120.00 (b)	—	54	120.00 (b)	54	—	—	.50	48
1940.....	—	120.00 (b)	—	54	120.00 (b)	54	—	—	.53	48
1941.....	—	120.00 (b)	—	54	126.50 (b)	54	—	—	.56	54
1942.....	—	126.00 (b)	—	54	144.00 (b)	54	—	—	.62	48
1943.....	—	129.00 (b)	—	—	—	—	—	—	—	—
Vancouver										
1939.....	.69 (a)	.63	.68½	48	.52	44—48	.70	44	.45½	44
1940.....	.69 (a)	.63	.68½	48	.52	44—48	.70	44	.45½	44
1941.....	.77½ (a)	.71½	.75	48	.60½	44—48	.78½	44	.58	44
1942.....	.77½ (a)	.71½	.75	48	.60½	44—48	.78½	44	.58	44
1943.....	.77½ (a)	.71½	1.06	44—48	.61	44	.77	44	.58	44
Victoria										
1939.....	.69	—	.68½	44	.52	44—48	.70	44	.49½	44
1940.....	.69	—	.68½	44	.52	44—48	.70	44	.49½	44
1941.....	.77½	—	.75	44	.60½	44—48	.78½	44	.62½	44
1942.....	.77½	—	.75	48	.60½	44—48	.78½	44	.62½	44
1943.....	.77½	—	1.06	44—48	.61	44	.77	44	.62½	44

See footnotes on page 83.

Table VII—(6) MOTOR TRANSPORT (LOCAL)

Occupation and Locality	Average Wage Rate Per Week	Range of Rates Per Week	Standard Hours Per Week
	\$	\$	
<i>Truck Drivers</i>			
Canada.....	29.33		
Halifax.....	24.95	—	54
Saint John.....	25.95	—	48
Montreal.....	26.40	23.80—30.95	60
Brantford.....	29.12	25.95—32.95	55 — 60
Fort William.....	28.93	27.49—29.80	48
Guelph.....	26.25	23.87—29.50	60
Hamilton.....	32.74	27.67—35.45	50 — 60
Kingston.....	27.62	23.27—35.95	54 — 59
Kitchener.....	29.55	27.50—30.95	60
London.....	29.97	27.20—39.95	50 — 60
Oshawa.....	28.82	26.40—30.45	48 — 60
Ottawa.....	25.24	20.95—30.45	54 — 60
St. Catharines.....	28.29	25.37—32.10	50 — 60
Sudbury.....	25.89	24.95—30.95	60
Toronto.....	29.63	25.25—33.35	48 — 60
Windsor.....	31.47	27.85—33.45	45 — 60
Winnipeg.....	26.21	23.20—27.55	40
Saskatoon.....	28.95	28.51—29.01	55 — 60
Regina.....	22.23	21.72—24.03	51
Calgary.....	27.64	22.95—30.13	51 — 53
Edmonton.....	27.35	22.90—32.40	48 — 54
Vancouver.....	34.88	32.20—36.95	48 — 50
Victoria.....	31.86	28.64—34.35	48 — 54

Table VIII—WAGE RATES AND HOURS OF LABOUR
IN TELEPHONE COMMUNICATION, 1943

NOTE.—Standard hours of work: mostly 44-48 per week.

Locality and Occupation	Range of Average Rates Per Hour*	
	\$	\$
Canada—		
Cablemen and Splicers.....	.80	1.08
Linemen.....	.61	1.00
Operators, Female.....	.29	.50
P.B.X. Installers.....	.79	1.08
P.B.X. Repairmen.....	.98	1.08
Station Installers.....	.78	1.05
Station Repairmen.....	.92	1.04
Supervisors, Female.....	.49	.65

* Range of provincial average rates in order to avoid disclosing confidential information.

Table IX—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1943
(1) CIVIC EMPLOYEES

Locality	POLICE CONSTABLES		FIRE-FIGHTERS (a)	LABOURERS	
	Maximum Salary Per Year	Standard Hours Per Week	Maximum Salary Per Year	Wage Rate Per Hour	Standard Hours Per Week
	\$		\$		
Nova Scotia					
Halifax.....	1752 — 1800	48	1752 — 1800	.43 — .55	44 — 48
Sydney.....	1452 — 1500	56	1482 — 1530	.55	48
Amherst.....	1296	84	1080	.47	48
Truro.....	1781	78	1301 (e)	.44	48
Glace Bay.....	1789			.62	48
Dartmouth.....				.50	44
Kentville.....				.37	60
Liverpool.....				.40	48
Prince Edward Island					
Charlottetown.....	1380	56		.37½	53
New Brunswick					
Saint John.....	1756	56	1656	.44 — .47	48
Moncton.....	1729	48	1765 (f)	.52	48
Fredericton.....			1437	.50	48
Bathurst.....				.30 — .35	48 — 60
Campbellton.....	1968			.50	44
Quebec					
Montreal.....	2004	48	2004	.45 — .50	44 — 54
Westmount.....	1939	48	1939	.51	44
Quebec.....	1565	84	1565	.46	48
Levis.....				.40	56
Three Rivers.....	1664	84	1664	.50	48
Sherbrooke.....	1456	72	1456	.37½ — .44	48
Hull.....	1475	84	1416	.45	48
St. Hyacinthe.....	1541 (b)	72	1542 (b)	.47½	44
Lachine.....	1373 — 1521		1269 — 1469	.43 — .45	48
St. John's.....	1404	72		.48	54
Drummondville.....				.35 — .45	48
Magog.....	1222			.37	48
St. Jerome.....				.40	48
Shawinigan Falls.....	1630		1630	.52	48
Sorel.....	1456		1456	.40	48
Verdun.....				.59	44
Joliette.....	1204		1204	.35	48
Ontario					
Ottawa.....	1967 — 2019	48	1803 — 1855	.52½ — .55	44
Cornwall.....	1634 — 1834	54	1484	.52	44
Brockville.....	1476	70	1375	.50	54
Kingston.....	1550	48	1514 — 1521	.46	48
Belleville.....	1700	61	1448	.45	49
Peterborough.....	1696	54	1679	.47 — .57	48
Oshawa.....	1840	84	1830	.54	44
Orillia.....	1605	54		.46½	50
Toronto.....	2217 — 2282	48	2391 — 2456	.65 — .67	44
Hamilton.....			1881	.63½	44
St. Catharines.....	1929	54	1845	.52 — .57	50 — 54
Niagara Falls.....	1971	60	1856	.51 — .57	48
Brantford.....	1535	56	1469	.58½	48
Galt.....	1591	72	1450	.52 — .62	44
Guelph.....	1709	48	1659	.57 — .62	44
Kitchener.....	1871	63	1871 (g)	.60 — .65	44
Woodstock.....	1538 — 1552	70	1498	.62	44
Stratford.....	1722	54	1643	.62	48 — 49½

Table IX—(1) CIVIC EMPLOYEES—Concluded

Locality	POLICE CONSTABLES		FIRE-FIGHTERS (a)	LABOURERS	
	Maximum Salary Per Year	Standard Hours Per Week	Maximum Salary Per Year	Wage Rate Per Hour	Standard Hours Per Week
	\$		\$		
<i>Ontario—Concluded</i>					
London.....	2095	48 — 60	1949	.54 — .61	48
St. Thomas.....	2178	60	.....	.55½ — .66½	48
Chatham.....	1650	54	1580	.52 — .57	44
Windsor.....	2107	48	2093	.69	44
Sarnia.....	1956	54	1914	.67	48
Owen Sound.....	1920	63	.....	.47	50
North Bay.....	1871	57	1821	.55	44
Sudbury.....	.....	.....	1704 — 1756	.54 — .56	48
Sault Ste. Marie.....	1864	48	1865	.55 — .62	48
Port Arthur.....	2160 (c)	54	1920	.56 — .64	44
Fort William.....	2076 (c)	54	1821	.58 — .65	44
<i>Manitoba</i>					
Winnipeg.....	2004 — 2052 (d)	48	2004 — 2052	.47 — .54	48
Brandon.....	1548 — 1596	48	1500	.44	44
Dauphin.....	.....	.....	.....	.38 — .45	48
St. Boniface.....	.....	.....	.....	.51 — .62	44
<i>Saskatchewan</i>					
Regina.....	2071	48	2011 (h)	.52 — .57	44 — 50
Prince Albert.....	1860	48	1620	.45	50
Saskatoon.....	1932 — 1956	48	1866 — 1902	.47 — .57	45
Moose Jaw.....	1774	56	1468	.50 — .53	44
Yorkton.....	.....	.....	.....	.40	44
<i>Alberta</i>					
Calgary.....	1878 — 1968	48	1872 — 1908	.58 — .64	40 — 44
Edmonton.....	1912 — 1964	48	1852 — 1904	.57 — .67	44
Lethbridge.....	1870	48	1798	.62	44
Medicine Hat.....	1750	48	1740	.45 — .55	47
<i>British Columbia</i>					
Vancouver.....	2060 — 2171	48	2100 — 2111	.66 — .71	40
Victoria.....	1800 — 1890	48	1785 — 1875	.64 — .69	40
New Westminster.....	2095	48	2034	.74	44
Nelson.....	1620 — 1680	48	1740	.53 — .58	48
Fernie.....	.....	.....	.....	.57½	48
Kamloops.....	.....	.....	.....	.61	44
Nanaimo.....	.....	.....	1612	.59	44
Prince Rupert.....	.....	.....	1790 — 1901	.67 — .72	44
Trail.....	1800	.....	1560 — 1800	.57	48
Penticton.....	1351 — 1411	.....	1351 — 1411	.51	44
Port Alberni.....	.....	.....	.....	.69	44
Prince George.....	.....	.....	1860 — 1980	.60	48
Revelstoke.....	.....	.....	.....	.54	48
North Vancouver.....	.....	.....	.....	.63	44
Vernon.....	.....	.....	.....	.50	44

(a) Standard hours: most firefighters work under the two-platoon system with one day off in seven.

(b) Rent, fuel, light and clothing included and exemption from municipal taxes.

(c) Plus \$5 per month after 10 years and \$10 after 15 years.

(d) Plus 10 cents per day after 10 years and 20 cents after 15 years.

(e) Rent, fuel and light included.

(f) Drivers of apparatus only; others on call.

(g) Plus \$7.50 per month after 10 years.

(h) Plus \$5 per month after every 5 years service.

Table IX—(2) LAUNDRY WORKERS

Occupation and Locality	Average Wage Rate Per Week	Range of Rates Per Week	Standard Hours Per Week
	\$	\$	
<i>Checkers, Female</i>			
Canada.....	15.84		
Maritimes.....	12.89	10.22 — 17.23	46 — 50
Quebec.....	14.11	11.35 — 19.90	54 — 55
Ontario.....	17.26	12.46 — 22.42	48
Prairie Provinces.....	16.14	12.79 — 21.28	44 — 50
British Columbia.....	18.58	15.97 — 23.36	44 — 48
<i>Drivers, Truck</i>			
Canada.....	28.38		
Maritimes.....	27.00	17.62 — 36.90	50
Quebec.....	26.99	18.69 — 35.95	55
Ontario.....	30.55	21.90 — 45.95	48
Prairie Provinces.....	26.60	20.72 — 37.20	48
British Columbia.....	30.09	26.68 — 37.20	44
<i>Engineers</i>			
Canada.....	33.55		
Maritimes.....	33.30	27.95 — 36.90	50
Quebec.....	37.36	28.45 — 45.34	54
Ontario.....	34.46	23.45 — 42.79	44 — 52
Prairie Provinces.....	30.23	24.95 — 41.95	48
British Columbia.....	32.05	24.95 — 41.33	48
<i>Ironers, Hand, Female</i>			
Canada.....	15.59		
Maritimes.....	14.28	12.46 — 17.03	48 — 50
Quebec.....	14.20	10.96 — 16.82	52
Ontario.....	15.93	11.70 — 23.42	48
Prairie Provinces.....	13.50	12.79 — 18.79	48
British Columbia.....	17.11	14.16 — 19.42	48
<i>Mangle Room Workers, Female</i>			
Canada.....	14.77		
Maritimes.....	11.55	10.22 — 16.16	48
Quebec.....	16.79	15.57 — 18.27	50
Ontario.....	16.38	11.46 — 18.84	44 — 50
Prairie Provinces.....	12.65	12.46 — 14.52	40
British Columbia.....	16.36	15.57 — 17.44	44 — 48
<i>Markers, Female</i>			
Canada.....	16.44		
Quebec.....	18.50	16.82 — 20.74	54
Ontario.....	16.84	13.95 — 20.31	48
Prairie Provinces.....	15.10	11.28 — 18.79	48
British Columbia.....	17.27	15.07 — 20.96	48
<i>Menders, Female</i>			
Canada.....	15.71		
Maritimes.....	13.40	12.98 — 13.54	50
Quebec.....	16.46	12.46 — 25.95	50
Ontario.....	15.44	—	48
Prairie Provinces.....	13.99	—	48
<i>Press Operators, Female</i>			
Canada.....	15.59		
Maritimes.....	12.28	10.22 — 16.09	48 — 50
Quebec.....	16.75	14.84 — 18.27	55
Ontario.....	14.62	11.46 — 15.05	48
British Columbia.....	18.52	15.45 — 24.22	48

Table IX—(2) LAUNDRY WORKERS—Concluded

Occupation and Locality	Average Wage Rate Per Week	Range of Rates Per Week	Standard Hours Per Week
	\$	\$	
<i>Sorters, Female</i>			
Canada.....	16.52		
Maritimes.....	14.71	12.98 — 17.15	50
Quebec.....	16.34	13.66 — 21.79	54
Ontario.....	17.69	13.46 — 24.92	48 — 59
Prairie Provinces.....	13.89	12.57 — 15.07	40 — 50
<i>Shirt Collar Finishers, Female</i>			
Canada.....	16.46		
Maritimes.....	12.71	12.46 — 12.97	50
Quebec.....	16.46	15.71 — 18.69	54
Ontario.....	16.86	13.95 — 21.89	55
Prairie Provinces.....	14.25	12.79 — 14.90	48
British Columbia.....	18.17	15.45 — 19.93	48
<i>Starchers, Female</i>			
Canada.....	17.41		
Maritimes.....	16.03	11.42 — 25.27	48 — 50
Quebec.....	14.55	13.81 — 18.27	52
Ontario.....	19.12	12.98 — 23.42	48
Prairie Provinces.....	12.79	—	44
British Columbia.....	17.45	15.07 — 19.93	48
<i>Washers, Male</i>			
Canada.....	27.64		
Maritimes.....	27.90	20.76 — 36.90	48
Quebec.....	26.74	19.62 — 35.95	50 — 54
Ontario.....	29.26	18.68 — 40.95	48 — 52
Prairie Provinces.....	25.78	20.36 — 30.95	48
British Columbia.....	30.46	25.95 — 38.95	44 — 48

Table IX—(3) GARAGE MECHANICS

Locality	Average Wage Rates Per Hour	Range of Rates Per Hour	Standard Hours Per Week
	\$	\$	\$
Canada.....	.75		
Nova Scotia.....	.71	.52 — .90	48 — 58
Halifax.....	.68	.52 — .82	50 — 54
Truro.....	.68	.62 — .79	58
New Glasgow.....	.57		54
Sydney.....	.83	.70 — .90	48
New Brunswick.....	.56	.47 — .64	53 — 57
Fredericton.....	.54	.51 — .62	54 — 57
Moncton.....	.56	.47 — .64	53 — 54
Saint John.....	.59	.52 — .64	54
Quebec.....	.70	.52 — .90	49 — 55
Montreal.....	.74	.60 — .90	53 — 55
Quebec.....	.65	.55 — .70	54
Sherbrooke.....	.65	.56 — .77	49 — 54
Hull.....	.65	.62 — .67	54
Trois Rivieres.....	.58	.52 — .62	54

Table IX—(3) GARAGE MECHANICS—Concluded

Locality	Average Wage Rates Per Hour	Range of Rates Per Hour	Standard Hours Per Week
	\$	\$	\$
Ontario.....	.74	.52 — .94	40 — 60
Fort William and Port Arthur.....	.76	.67 — .77	54
Hamilton.....	.69	.57 — .82	53 — 54
London.....	.66	.54 — .74	53 — 54
Ottawa.....	.78	.62 — .91	54
Sudbury.....	.74	.67 — .81	54
Toronto.....	.78	.62 — .94	50 — 54
Galt.....	.64	.57 — .67	54 — 58
Brantford.....	.69	.65 — .75	50 — 54
Oshawa.....	.68	.57 — .75	54
Peterborough.....	.62	.52 — .74	54 — 60
St. Catharines.....	.75	.62 — .82	49 — 54
Timmins.....	.73	.62 — .82	54
Belleville.....	.65	.57 — .80	54
Windsor.....	.90	.77 — .92	40 — 54
Cornwall.....	.63	.57 — .67	54 — 60
Kingston.....	.70	.62 — .82	54
Kirkland Lake.....	.72	.67 — .79	54
Kitchener.....	.68	.62 — .70	54
Niagara Falls.....	.70	.62 — .82	54
Owen Sound.....	.62	.....	54 — 60
Sarnia.....	.68	.62 — .70	54 — 60
Manitoba.....	.67	.52 — .82	48 — 66
Brandon.....	.68	.57 — .82	54 — 66
Winnipeg.....	.67	.52 — .78	48 — 54
Saskatchewan.....	.68	.52 — .77	54
Moose Jaw.....	.66	.57 — .77	54
Regina.....	.69	.57 — .72	54
Saskatoon.....	.66	.52 — .72	54
Alberta.....	.78	.56 — .88	48 — 54
Calgary.....	.76	.67 — .80	48 — 54
Edmonton.....	.83	.77 — .88	49 — 50
Lethbridge.....	.73	.62 — .77	48 — 54
Medicine Hat.....	.67	.56 — .72	54
British Columbia.....	.86	.70 — .99	44 — 49
New Westminster.....	.90	.87 — .92	45 — 48
Prince Rupert.....	.84	.70 — .99	48 — 49
Trail.....	.84	.75 — .96	44 — 48
Vancouver.....	.86	.70 — .93	44 — 45
Victoria.....	.87	.72 — .92	44 — 48

APPENDIX

WAGES IN AGRICULTURE, 1943

SOURCE OF DATA: Quarterly Bulletin of Agricultural Statistics—figures compiled from reports made by farm correspondents in all provinces.

Province	January 15				May 15				August 15			
	DAILY		MONTHLY		DAILY		MONTHLY		DAILY		MONTHLY	
	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board
Canada.....	2.02	2.79	40.85	61.76	2.39	3.15	51.46	71.78	3.51	4.74	61.26	84.26
Prince Edward Island.....	1.64	2.18	32.60	48.16	1.83	2.36	38.45	53.86	1.88	2.44	39.64	53.95
Nova Scotia.....	2.24	2.89	50.73	69.10	2.23	2.90	46.48	64.84	2.57	3.19	47.50	66.25
New Brunswick.....	2.19	2.80	51.05	67.21	2.27	2.92	56.62	73.92	2.71	3.52	64.33	85.93
Quebec.....	1.95	2.63	43.91	61.55	2.11	2.82	47.88	67.27	3.48	4.70	61.70	83.83
Ontario.....	2.36	3.16	46.16	64.95	2.55	3.32	50.69	71.10	4.04	5.73	64.53	89.51
Manitoba.....	1.82	2.59	35.27	55.17	2.28	3.04	45.58	72.38	3.41	4.20	59.93	80.11
Saskatchewan.....	1.72	2.39	33.80	55.06	2.43	3.30	55.52	76.11	3.42	4.05	59.08	78.19
Alberta.....	2.04	2.76	42.49	65.04	2.89	3.67	61.84	87.96	3.30	4.19	62.23	88.67
British Columbia.....	2.50	3.62	52.88	76.16	2.72	3.84	57.20	79.98	3.28	4.18	63.71	87.11

APPENDIX—WAGES IN AGRICULTURE, 1943—Concluded

The information given below has been reproduced from a bulletin on "Farm Wages in Canada", issued September 27, 1944, by the Dominion Bureau of Statistics—Agricultural Branch. The figures were compiled from reports made by farm correspondents in all provinces.

Farm Wage Rates August 15, 1943, 1943 and 1944

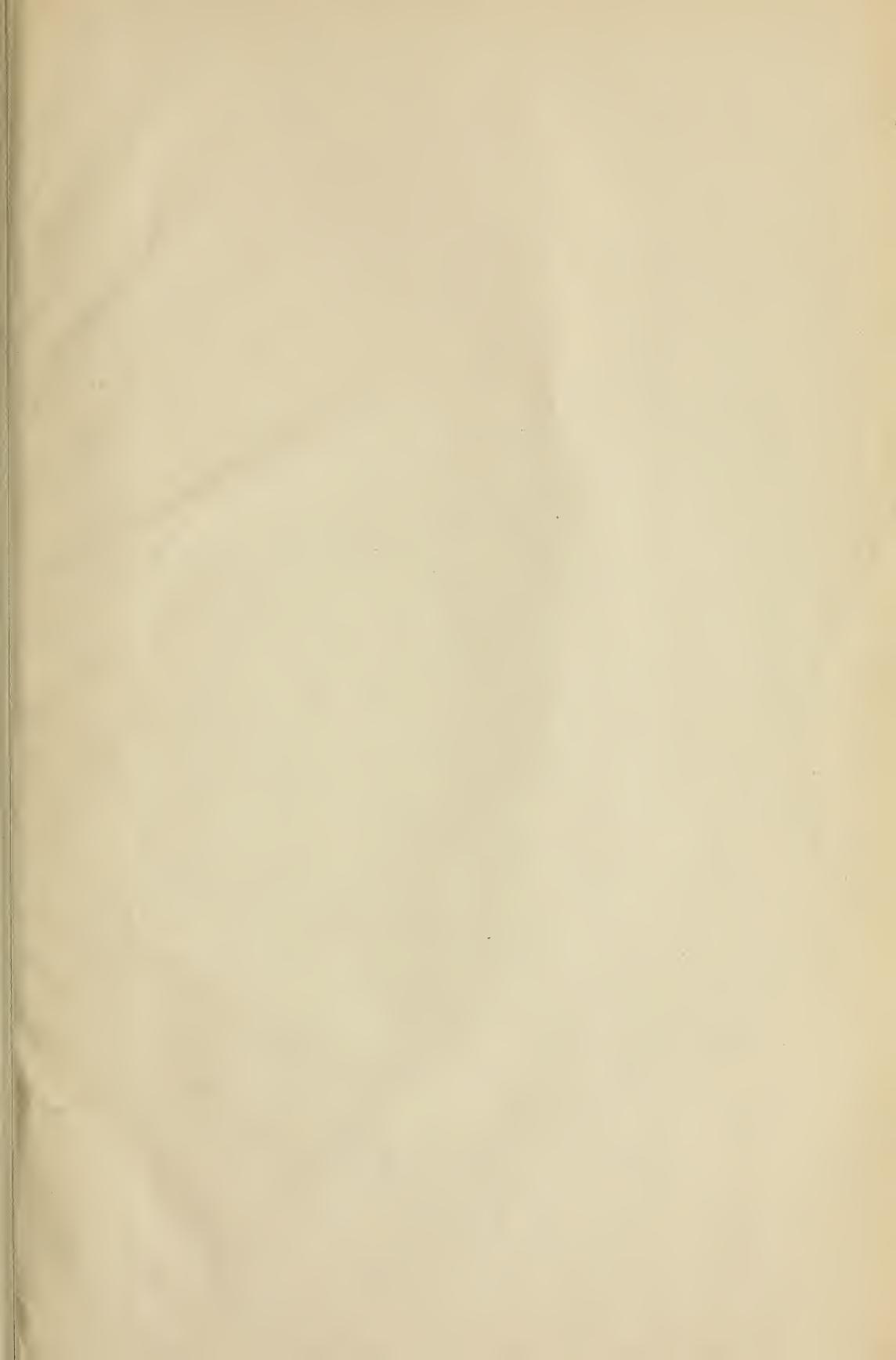
Although the average rates of wages paid to hired farm workers in Canada show a further increase at August 15, 1944, declines in certain provinces are indicated for the first time in some years. The average rate paid for help hired by the day when the employer provided the board of the hired man was \$3.76 at August 15, 1944, compared with \$3.51 at the same date in 1943. Increases are shown for all provinces except Ontario and Quebec. In these two provinces the rate declined about 75 cents per day from last year. Additional farm labour made available through various schemes such as military leave, prisoners of war, the transfer of western farmers, students and "commando" groups tended to ease the labour situation and the lower rates paid to students resulted in the lower average. Rates in the Prairie Provinces were considerably above those of last year as a result of larger crops being harvested this year. When no board was provided the average rate for day labour was \$4.39 compared with \$4.74 in 1943 with lower rates again indicated for Ontario and Quebec. When the men were hired by the month the average monthly rate with board was \$67.92 at August 15, 1944, as compared with \$61.26 at the same date in 1943. When the workers provided their own board the average rate for men hired by the month rose from \$84.26 in 1943 to \$87.86 in 1944.

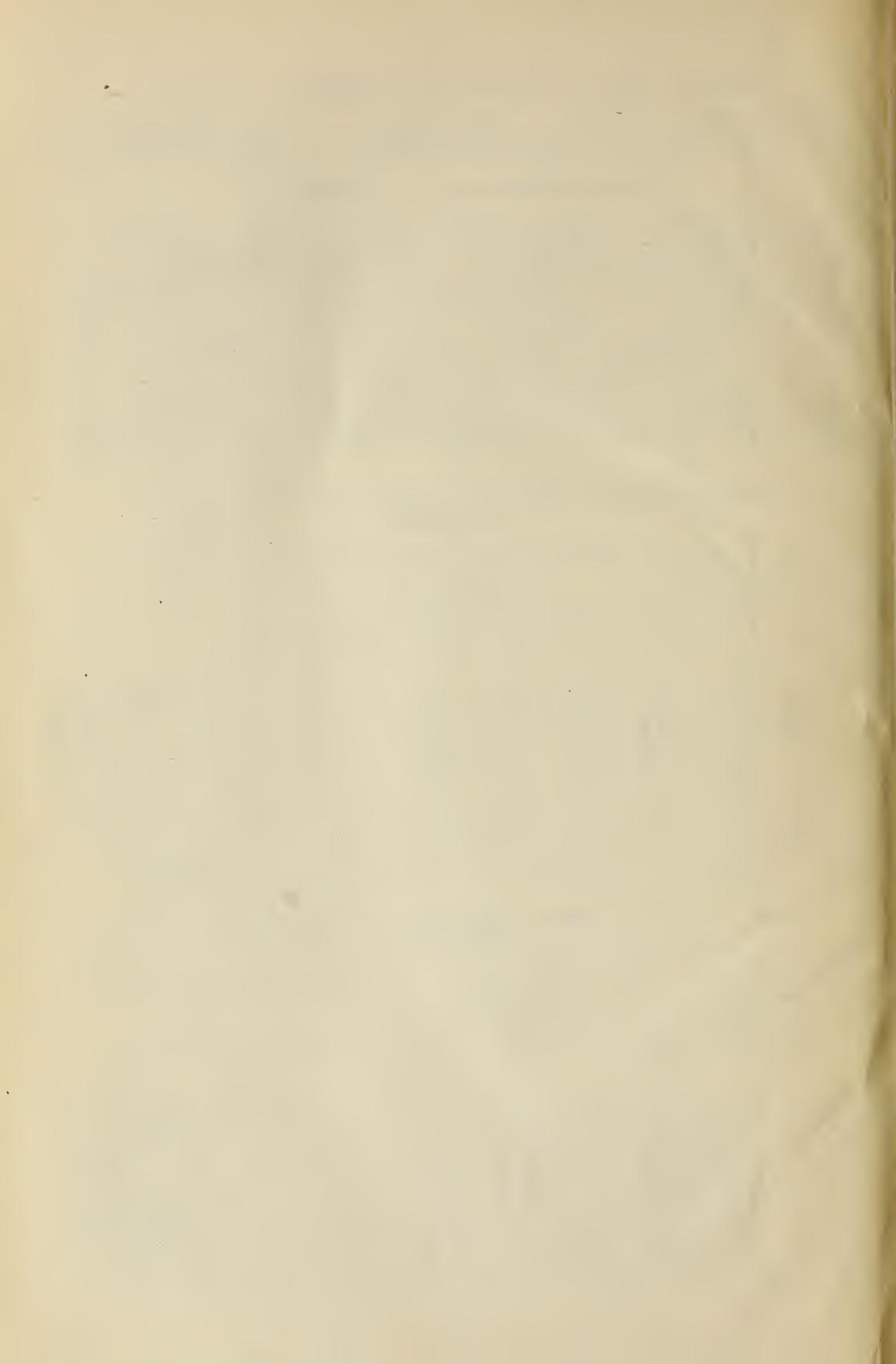
Table 1.—Average Wages of Male Farm Help per Day as at August 15, 1942, 1943 and 1944

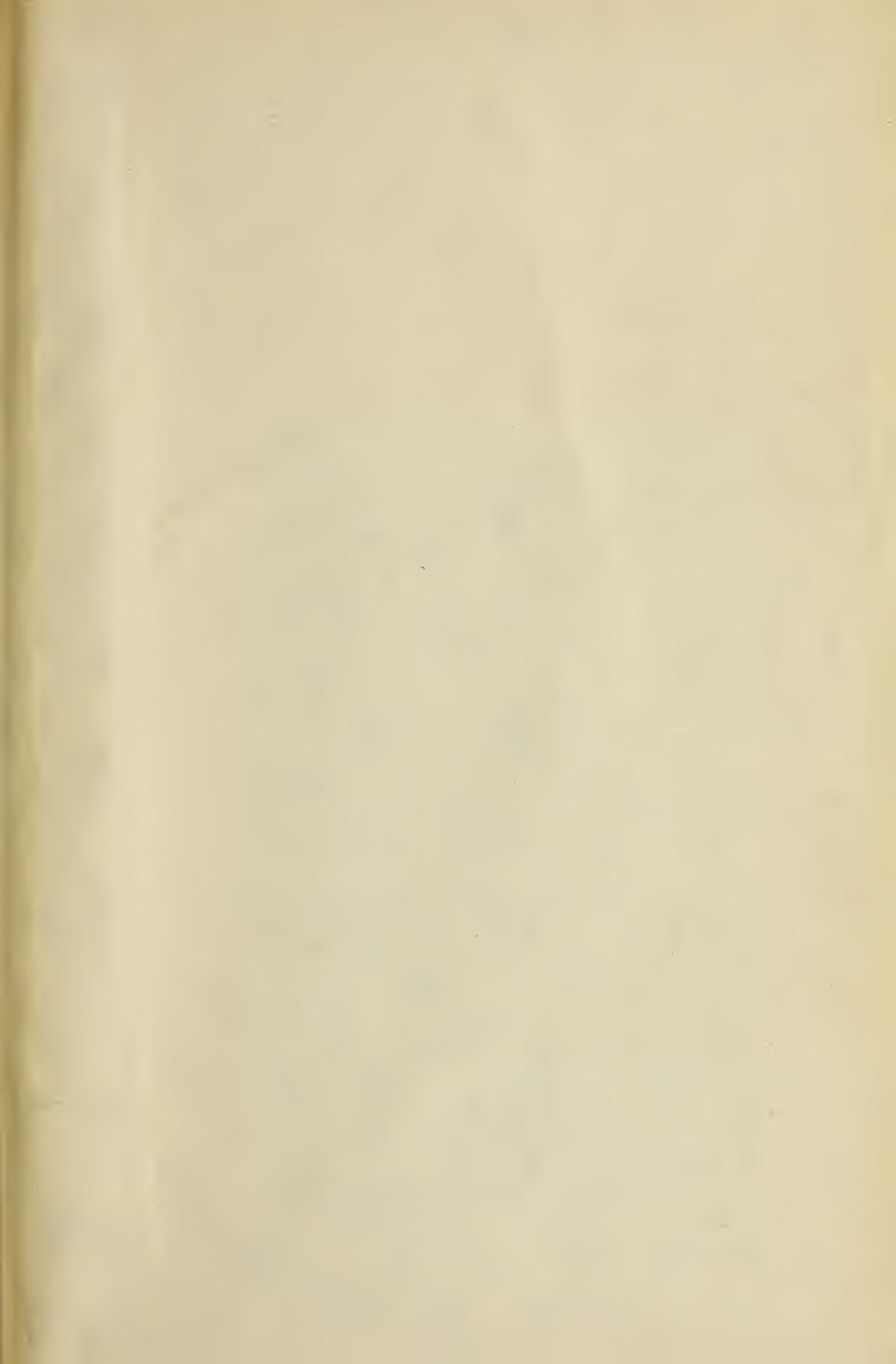
	WITH BOARD			WITHOUT BOARD		
	1942	1943	1944	1942	1943	1944
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	1.64	1.88	2.45	2.16	2.44	3.10
Nova Scotia.....	2.10	2.57	2.94	2.75	3.19	3.74
New Brunswick.....	2.24	2.71	3.02	2.92	3.52	3.73
Quebec.....	2.01	3.48	2.73	2.67	4.70	3.50
Ontario.....	2.71	4.04	3.26	3.50	5.73	4.09
Manitoba.....	2.79	3.41	4.49	3.39	4.20	5.53
Saskatchewan.....	2.69	3.42	4.58	3.39	4.05	5.42
Alberta.....	2.62	3.30	3.78	3.43	4.19	4.72
British Columbia.....	2.95	3.28	3.53	3.64	4.18	4.39
Canada.....	2.50	3.51	3.76	3.15	4.74	4.39

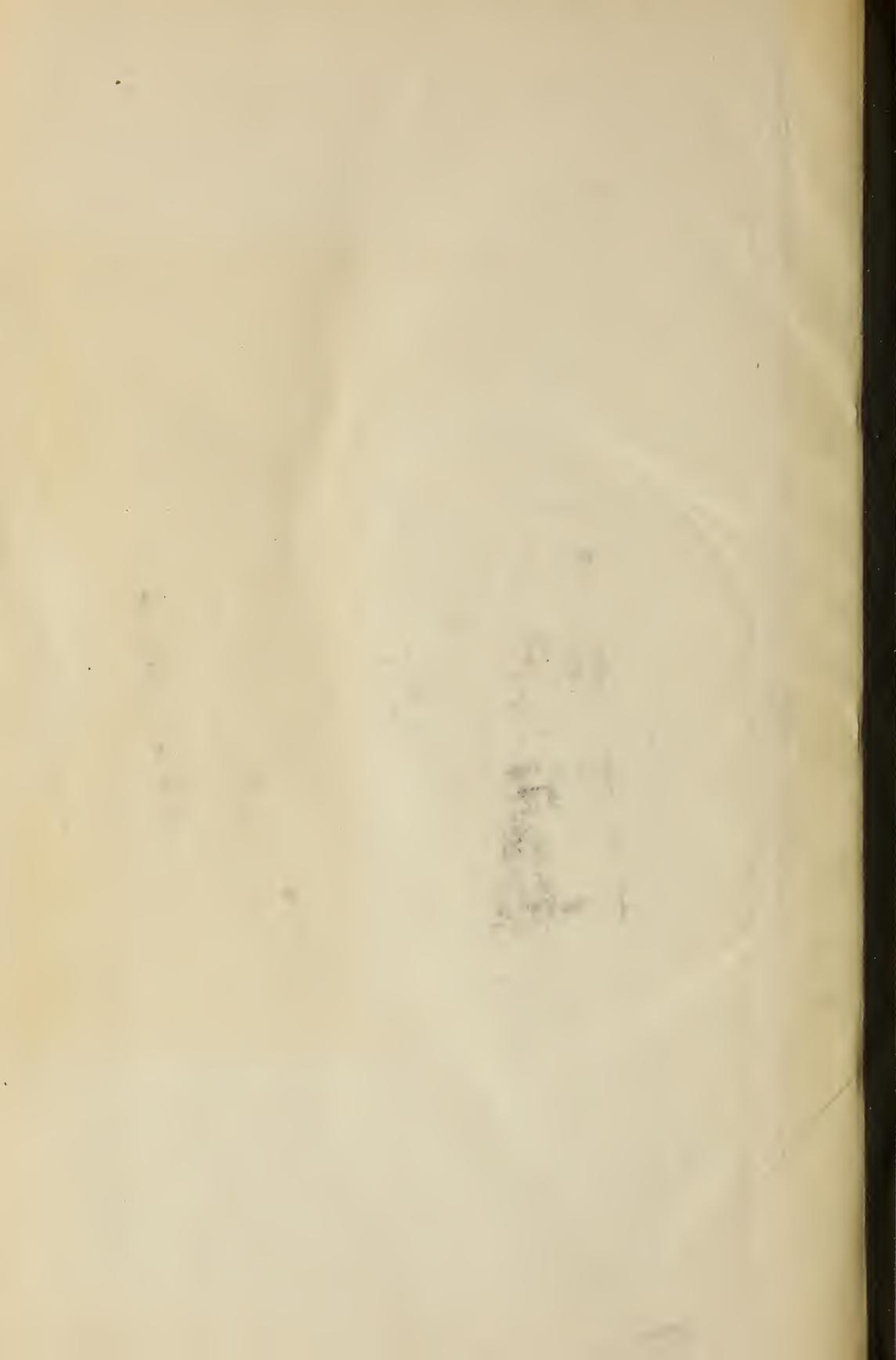
Table 2.—Average Wages of Male Farm Help per Month as at August 15, 1942, 1943 and 1944

	WITH BOARD			WITHOUT BOARD		
	1942	1943	1944	1942	1943	1944
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	33.79	39.64	49.42	47.26	53.95	69.77
Nova Scotia.....	46.61	47.50	55.12	63.48	66.25	75.44
New Brunswick.....	52.34	64.33	66.83	69.44	85.93	89.93
Quebec.....	43.60	61.70	61.04	61.58	83.83	81.74
Ontario.....	47.25	64.53	59.13	65.63	89.51	79.64
Manitoba.....	48.45	59.93	71.46	68.01	80.11	91.33
Saskatchewan.....	47.04	59.08	75.27	66.38	78.19	99.49
Alberta.....	50.26	62.23	72.31	70.83	88.67	98.16
British Columbia.....	50.25	63.71	70.33	73.55	87.11	95.75
Canada.....	46.82	61.26	67.92	64.94	84.26	87.86









~~HD
8101
A3
v.45
no.1-6
cop.2~~

The Labour gazette

Government
Publications

PLEASE DO NOT REMOVE
CARDS OR SLIPS FROM THIS POCKET

UNIVERSITY OF TORONTO LIBRARY
